



allnex

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT 2026**

**INNOVATIVE CHEMISTRY
FOR ALL NEX^T GENERATIONS**

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> INNOVATIVE CHEMISTRY FOR A MORE SUSTAINABLE TOMORROW

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Vision from allnex and GC

> INNOVATIVE CHEMISTRY FOR A MORE
SUSTAINABLE TOMORROW



I was honored to step into the role of Chief Executive Officer at the beginning of 2026, joining a company with a strong legacy, outstanding people, and a clear commitment to creating sustainable value for our customers, employees, shareholders, and communities.

Sustainability is deeply embedded in our strategy, our innovation efforts, and the way we serve our customers every day. Our sustainability ambitions are supported by a clear roadmap to reduce Scope 1, 2, and 3 greenhouse gas emissions. To ensure transparency and accountability, our targets have been independently assessed, and we are proud to have achieved the EcoVadis Gold rating.

Sustainability is also becoming increasingly important to our customers. Through innovation and close collaboration, we help them achieve their own environmental goals while enhancing business performance. Today, approximately 40% of our sales come from our sustainable product portfolio, demonstrating both the strength of our innovation pipeline and the growing demand for more sustainable solutions.

Looking ahead, allnex is committed to growing through our new strategy. Guided by our **Play to Win** mindset, we are focused on making bold choices, executing with discipline, and accelerating growth while creating long-term value for all our stakeholders. Together, we will continue advancing sustainability while helping our customers succeed.

Anish K. Taneja
allnex CEO

Unleashing allnex's Full Potential through Sustainable Innovation

GC believes the future of the chemical industry will be shaped by integrating innovation, responsible operations, and strong governance to create lasting value for society and the environment.

This commitment has earned GC recognition as the No. 1 company in the Chemicals Sector in the S&P Global Corporate Sustainability Assessment for the seventh consecutive year, as well as continued inclusion in the Dow Jones Best-in-Class World and Emerging Markets Indices, formerly the Dow Jones Sustainability Indices (DJSI).

allnex plays an important role in advancing this ambition. Through its expertise in coating resins and additives, allnex helps customers enhance product performance while transitioning towards lower-carbon technologies, circular solutions, and more sustainable materials.

Its progress across innovation, environmental responsibility, social responsibility, and governance reflects the shared values of allnex and GC. By expanding its sustainable product portfolio and reducing greenhouse gas emissions across the value chain, allnex is turning our sustainability commitments into practical solutions for customers and communities worldwide.

Together, GC and allnex will continue to harness technology, expertise, and collaboration to build a high-value, low-carbon business that strengthens competitiveness and creates a more sustainable future for generations to come.

Narongsak Jivakanun
Chief Executive Officer, GC



allnex

ATA GLANCE



INNOVATIVE CHEMISTRY
FOR ALL NEX^T GENERATIONS

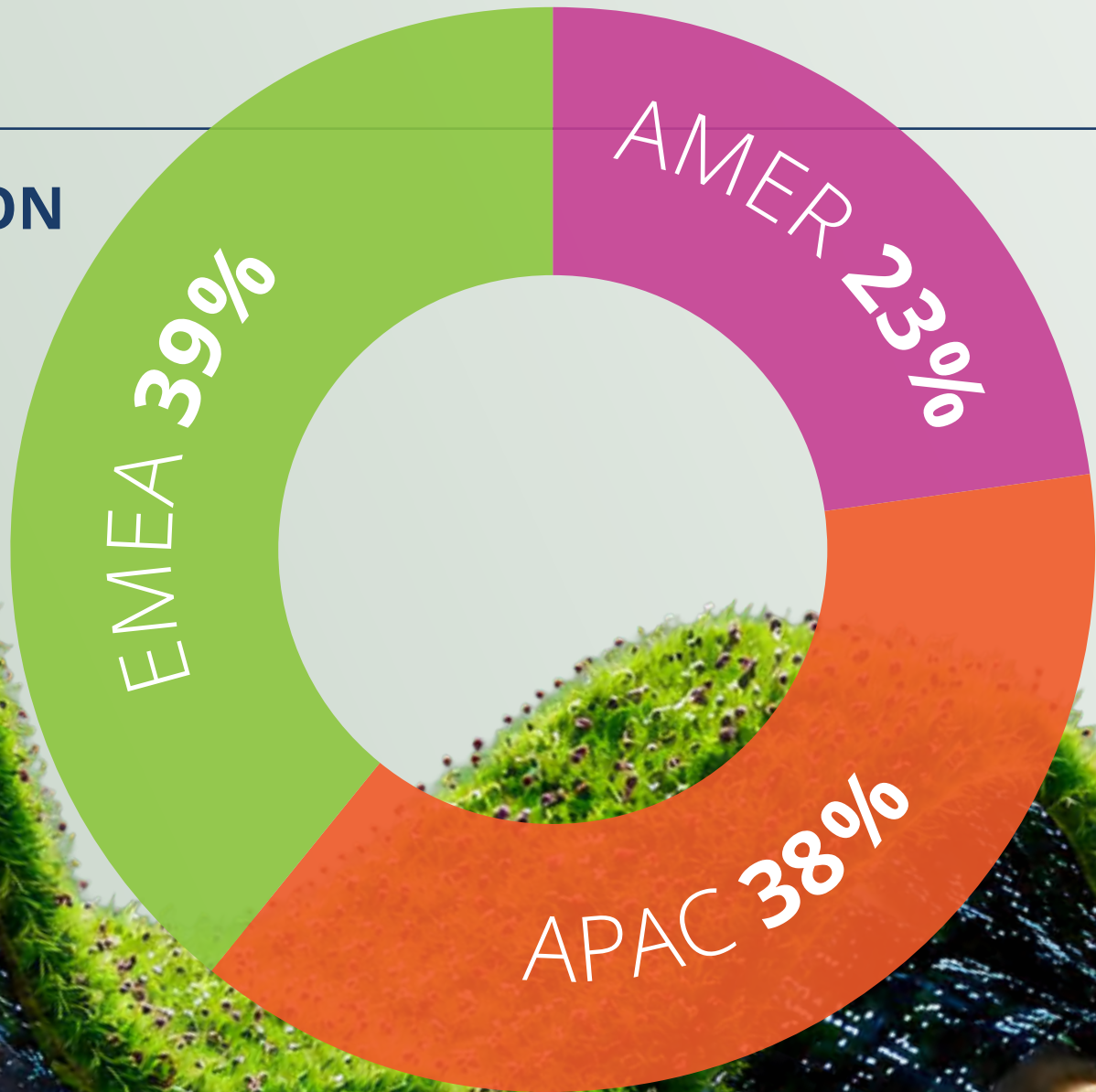


Key company numbers 2025

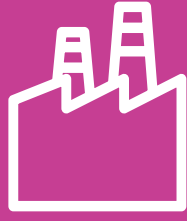
> FIGURES FOR SALES, SITES AND STAFF THAT MARK ANOTHER YEAR OF STRATEGIC GROWTH AND PROGRESS

allnex is a leading global manufacturer and solution provider of coating resins and additives for industrial and composite markets. With a 75-year heritage, over €2 billion in revenue and approximately 4,000 employees worldwide, our purpose is to create innovative chemistry for all nex>t generations, driven by the needs of our customers in a fast-changing world.

2025 SALES BY REGION




TOTAL REVENUE
EUR 2 BILLION


MANUFACTURING SITES
31


TOTAL STAFF:
3,870 (FTEs)

VIEW OF OUR PORTFOLIO AS PER SEGMENTS BELOW:





Company strategy

> ALLNEX ADVANCES WITH PURPOSE, DRIVEN BY 3 PILLARS AND 2 GROWTH PLATFORMS

Our strategy is built on three foundational pillars that shape our business decisions and guide our transformation. They are complemented by two growth platforms that extend our reach beyond traditional coating resins.



Sustainability

Sustainability presents a strategic opportunity to strengthen our #1 position in industrial coating resins. By delivering safe, circular solutions for more durable, repairable and recyclable finished goods, we meet demand and secure our future.



Growth markets

Together with our customers, we will focus on growth in high-potential regions while also exploring opportunities in mobility & transportation, packaging & consumer goods, and construction & infrastructure.



Optimization

We optimize business processes to improve customer experience. By leveraging digital innovation, enhancing operational effectiveness and accelerating processes, we boost speed and overall efficiency.

OUR GROWTH PLATFORMS

Expanding our business beyond coating resins

ADDITIVES

We develop specialized additives for coatings, tires and other demanding applications.

Our goals:

- Meet the technical challenges of our customers
- Enable the development of more sustainable solutions

Key brands:

ADDITOL[®], CYCAT[®], ALNOVOL[®], CYREZ[®], EBECRYL[®], DAOTAN[®]

COMPOSITES

We build on our top-performing gelcoats and unsaturated polyester (UP) resins, alongside our global leadership in RADCURE technology.

Our goal:

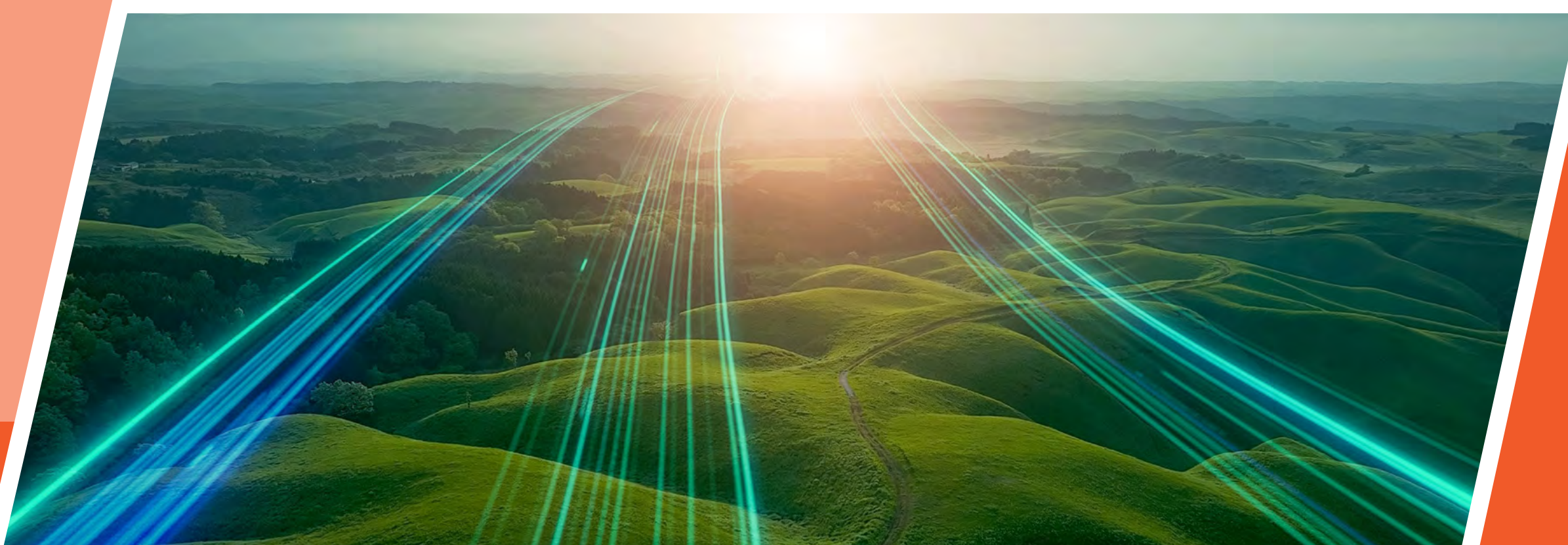
- Establish allnex as a preferred partner for high-performance, sustainable and high-throughput composite applications

Key brands:

AQUAGUARD[®], VIAPAL[®], RAYLOK[®]

allnex

INNOVATION



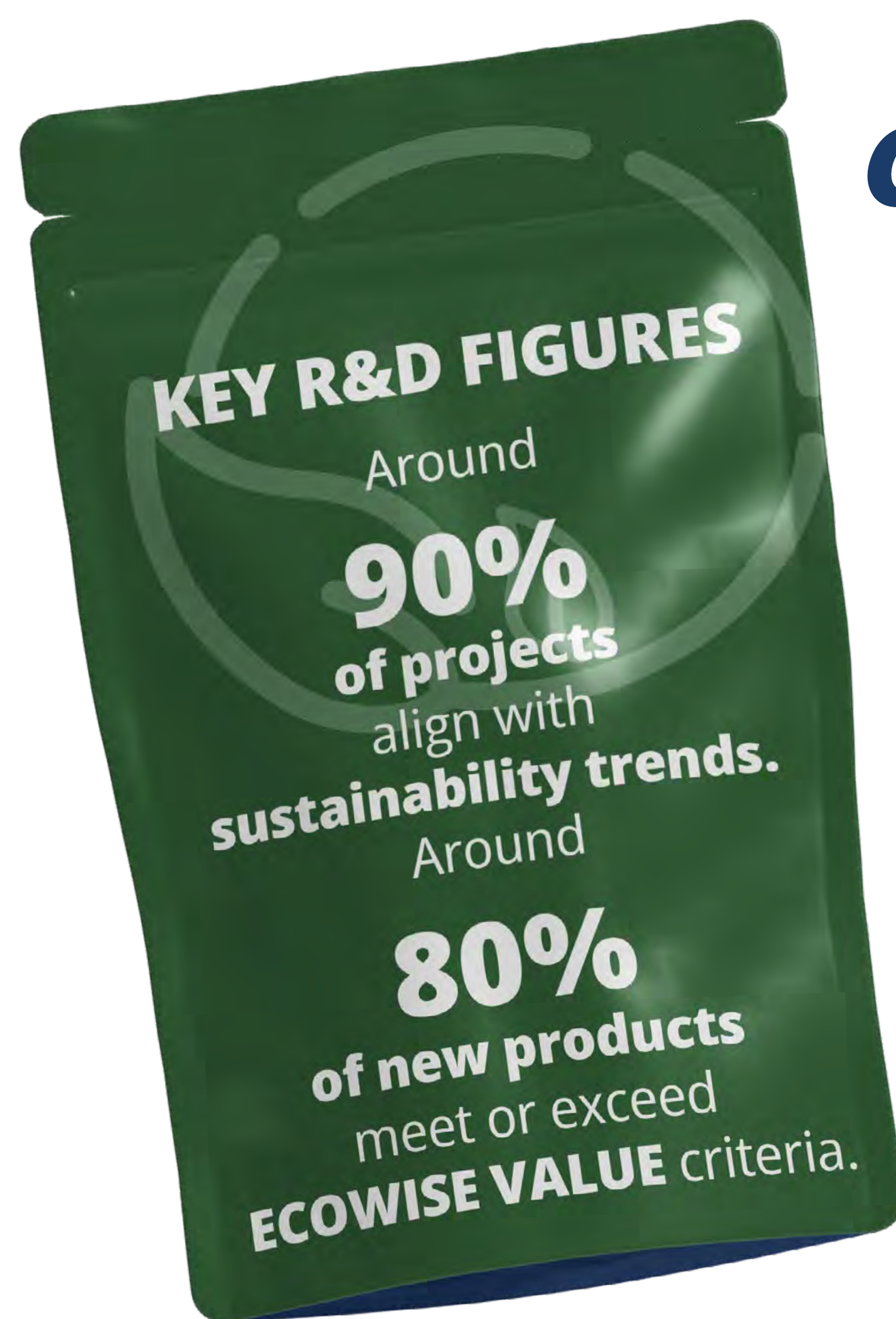
INNOVATIVE CHEMISTRY
FOR ALL NEX>T GENERATIONS



Moving ahead sustainably

> INNOVATION WITH IMPACT DRIVES OUR DEVELOPMENT PROCESS

Our standardized innovation process incorporates ECOWISE™ assessments at critical milestones. Using allnex's Portfolio Sustainability Assessment (PSA) methodology, our global R&D teams evaluate projects across five key areas: safer chemicals, circular economy, renewable sourcing, energy efficiency, and emissions reduction.



Focus on circularity

We innovate on the basis of Safe and Sustainable by Design (SSbD) principles, focusing on the safest chemistry and striving for solutions that enable more durable, repairable and recyclable finished goods, with resins and additives based on high levels of renewable and recycled content.



Enable efficiencies

We innovate with a sharp focus on delivering ease of use and cost efficiency across the lifespan of our products – from formulation and application through to the end of life of coated goods.



Deliver solution

We unlock the power of innovation faster and more fully by driving collaboration and co-creation with our customers and value chain partners, supporting the transformation of our industries with solutions tailored to local end-market needs around the world.



NORTH AMERICA

KEYWORDS:

-  Safer chemicals
-  Renewable sourcing (biobased)
-  Performance improvement

DUROXYN EF 2410: DELIVERING EXCEPTIONAL PERFORMANCE AND SUSTAINABILITY IN ONE PACKAGE

Combining exceptional performance and sustainability in one package, this cationic epoxy ester was developed for stain, tannin and odor blocking in decorative primers.

The value proposition

Cationic technology remains rare in the North American architectural market, where most primers rely on anionic alternatives that do not perform as well. Duroxyn® EF 2410 makes superior performance more accessible, offering better results at a competitive price point. This has enabled us to engage with a broader range of customers, helping to raise standards across the sector.

Sustainability impact

Duroxyn® EF 2410 meets our ECOWISE™ criteria for safer materials and has a certified biobased carbon content of 27%. It supports our commitment to renewable sourcing and safer chemistry. It is a clear example of how we are driving both market growth and a more sustainable future.



rPET-BASED SOLVENT-BORNE ALKYDS AND POLYESTERS: TURNING WASTE INTO WORTH

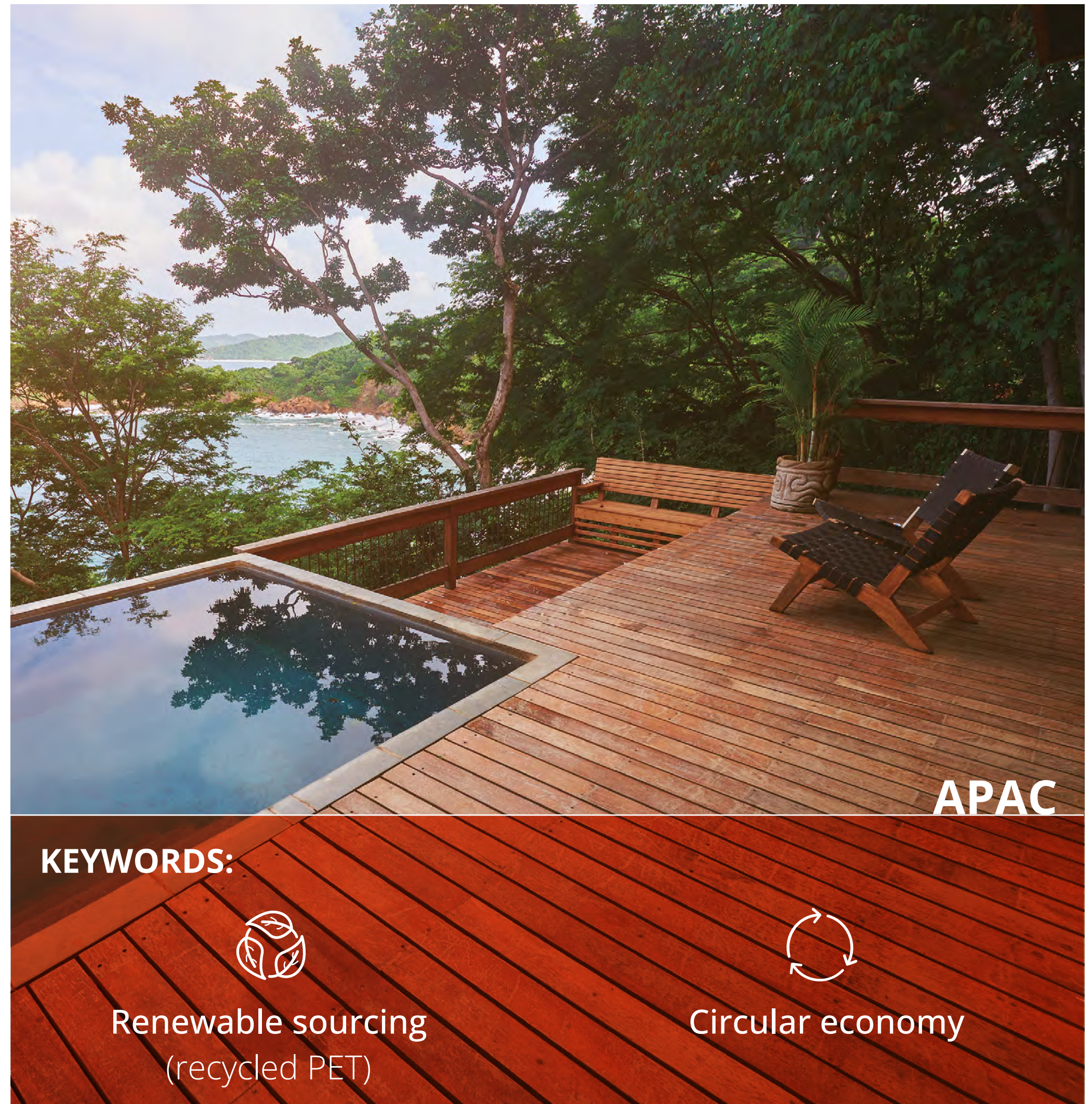
In APAC, allnex is tackling plastic pollution head-on by transforming discarded PET bottles into high-performance resin ingredients. Cleaned and shredded **post-consumer recycled PET** (rPET) can be used directly as a raw material in alkyd and polyester resin production.

The value proposition

Each ton of rPET resin diverts waste from landfills and oceans – without compromising performance. Our formulations integrate 5–20% rPET content while maintaining the same viscosity, stability and appearance standards as conventional alternatives. This means formulators can enhance sustainability profiles using existing manufacturing processes, allowing the impact to scale quickly.

Sustainability impact

At just 45,000 metric tons of SB alkyd resin production, our rPET technology can eliminate 900 metric tons of plastic waste each year – a measurable contribution to circular economy goals. From automotive trim to industrial wood coatings, rPET resins demonstrate that circularity and high performance can go hand in hand. It's not just recycling – it's smarter chemistry.



SETALUX FC 1922 BA-75: FAST CURING, LOWER FOOTPRINT

This fast-curing, solvent-borne acrylic resin is designed to improve body shop efficiency. It delivers exceptional drying speed at room temperature or slightly elevated temperatures without compromising performance.

The value proposition

Combining speed with versatility, Setalux FC 1922 BA-75 enables fast drying and rapid hardness build-up, shortening cycle times and increasing throughput. Automotive refinishers benefit from early polishability, excellent appearance and a long pot life for application robustness.

Sustainability impact

With 22% biobased carbon from renewable sources, Setalux FC 1922 BA-75 demonstrates how performance and sustainability can go hand in hand. When used in low-temperature-curing 2K coatings, it reduces energy consumption and CO₂ emissions. Its product carbon footprint (PCF) is 18% lower than that of the non-fast-curing benchmark.

RAYLOK® C5001: SMARTER PIPE REHABILITATION

This one-component, UV-curing resin offers a smarter, more sustainable solution for aging infrastructure. Designed for trenchless pipe rehabilitation, it repairs damaged pipelines without excavation.

The value proposition

Traditional pipe repair is slow, disruptive and energy-intensive. Raylok® C5001 cures in minutes rather than hours, reducing energy use and installation time while returning pipelines to service faster. It is also non-hazardous, simplifying transport and lowering costs while delivering strong bonding, low shrinkage and consistent quality.

Sustainability impact

Raylok® C5001 is styrene-free, contains no substances of very high concern and emits virtually no VOCs. It supports our sustainability pillars of safer materials and emissions reduction while reducing waste by extending the life of existing pipelines – showing that high performance and environmental responsibility can go hand in hand.



COMPOSITES

KEYWORDS:

-  **Safer materials**
(styrene-free)
-  **Emissions reduction**
(emits virtually no VOCs)
-  **Game-changing solution for aging infrastructure**
-  **Trenchless pipe rehabilitation market**



KEYWORDS:

-  **Fluorine-free**
-  **NMP-free**
-  **Carbon reduction**
-  **Improved recyclability**
-  **Supports EU Batteries Regulation compliance**

FLUORINE-FREE SEPARATOR COATING: A CLEANER COATING FOR SEPARATORS

This water-based coating solution for lithium-ion battery separators replaces PVDF with a fluorine-free alternative while delivering comparable mechanical and electrochemical performance.

The value proposition

Battery manufacturers can eliminate fluorinated polymers and NMP (N-Methyl-2-pyrrolidone) solvents from the separator coating process without compromising product performance, enabling a safer and more environmentally responsible manufacturing process.

Sustainability impact

By removing fluorinated materials and toxic solvents, the technology helps reduce environmental impact, improves battery recyclability and supports compliance with evolving requirements such as the EU Batteries Regulation. It demonstrates how innovation can advance both performance and sustainability across the battery value chain.

CYREZ® 964 BC35: FROM RICE HUSKS TO LOWER IMPACT

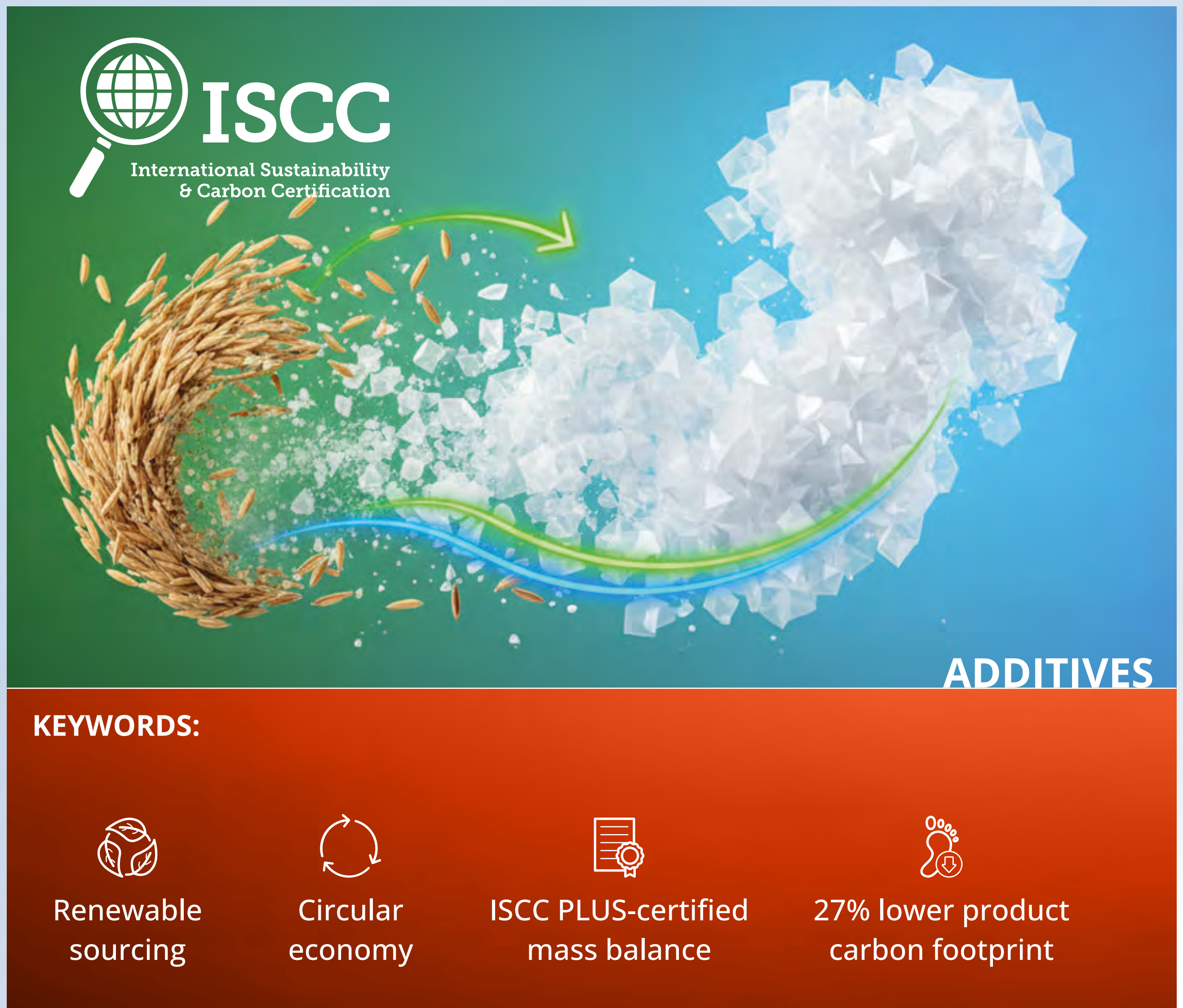
With this high-performance amino resin, allnex has achieved a world first: ISCC PLUS certification for amino resins in Asia, covering all our technology segments in China.

The value proposition

By replacing fossil-based feedstocks with silica derived from rice husks – a renewable agricultural byproduct – we bring circularity to scale and create a high-performance amino resin with 35% sustainable content. A certified mass-balance approach maintains the same product quality while significantly reducing the resin's environmental footprint.

Sustainability impact

CYREZ® 964 BC35 has a 27% lower product carbon footprint (PCF) than comparable fossil-based grades. The product is ISCC PLUS certified, and its PCF is calculated in accordance with Together for Sustainability (TfS) Guidelines 3.0. By turning an agricultural byproduct into a valuable raw material, it directly supports renewable sourcing and the circular economy.



allnex

ENVIRONMENT



INNOVATIVE CHEMISTRY
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Our year in sustainability: 2025

> TURNING DOUBLE MATERIALITY INSIGHTS INTO MEASURABLE ACTION

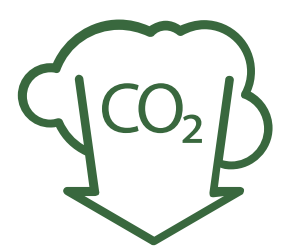
"In 2025, allnex continued to turn its double materiality insights into action. We improved energy efficiency across our sites and achieved multi-site ISO 50001 certification. Our focus on alternative raw materials allowed us to further expand our portfolio with products based on biobased feedstocks, recycled MMA and recycled PET. We also added three ISCC PLUS-certified production sites, bringing the total to 13 sites across all regions and major allnex technologies. At the same time, our standardized portfolio sustainability assessment, ECOWISE™, continued to drive proactive action on substances of concern."

These achievements reflect the commitment of colleagues across the globe and have been recognized with multiple sustainability awards. Yet our real measure of success is not the recognition we receive, but the progress we continue to make toward our sustainability targets."

Davy De Clercq, Sustainability Director at allnex

NAVIGATING OUR SHARED JOURNEY

The path to a sustainable future is rarely straight. It calls for broad collaboration, flexible thinking and innovative solutions – each guided by clear targets and a shared commitment to our planet.



30% (absolute) reduction in Scope 1 & 2 by 2030, **net zero by 2050**



85% renewable electricity use by 2030



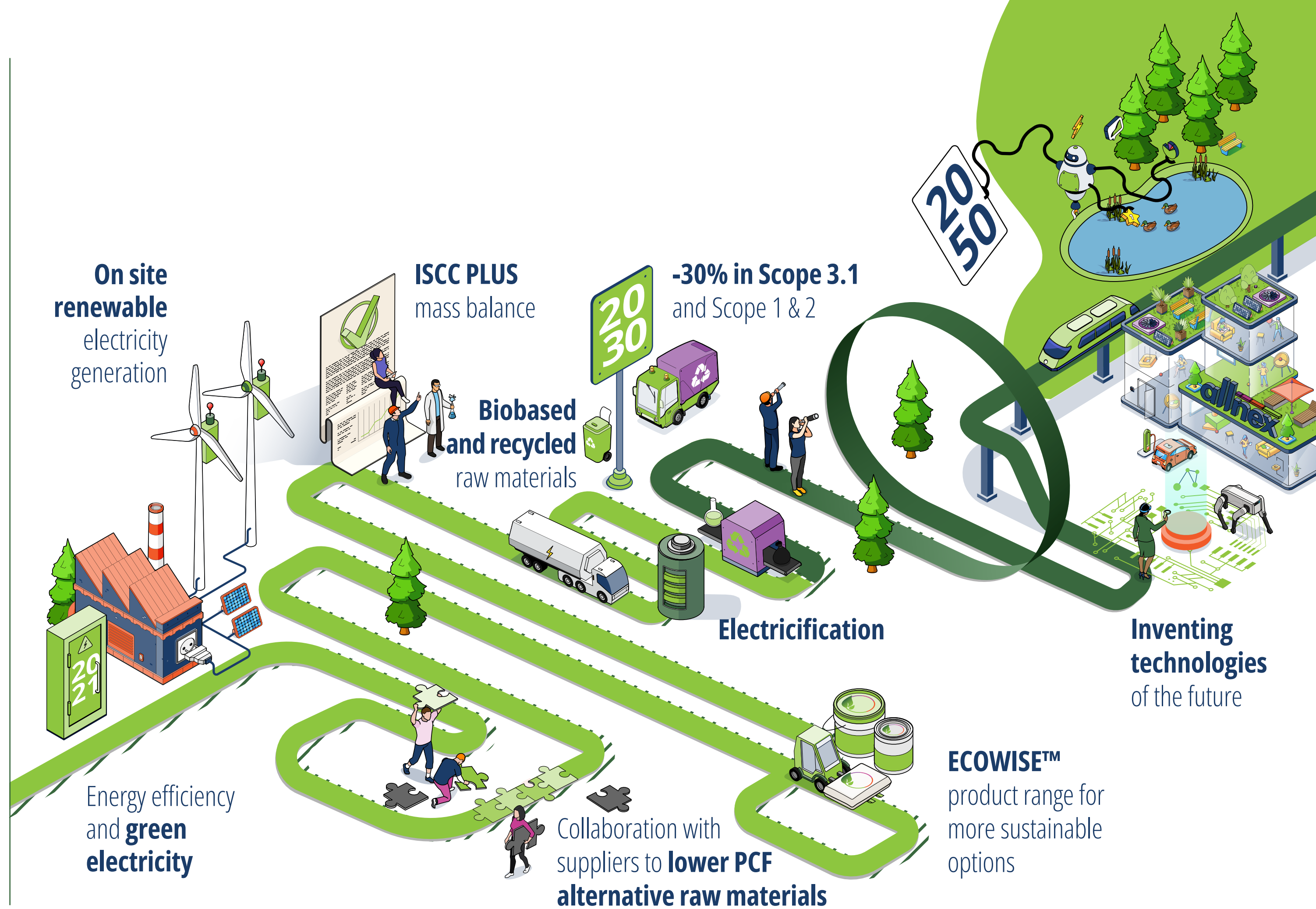
30% (intensity) reduction in Scope 3.1 by 2030, **net zero by 2050***



50% of total business from **ECOWISE™** products by 2030



35% women in leadership at allnex by 2030



*Baseline for 3.1 is 2021. Baseline for Scope 1 and 2 is 2018. Scope 3 sales measure is contribution margin. allnex Scope 3.1 target includes biogenic credits.



Our sustainability program

> ACTIONS AND ACHIEVEMENTS SUPPORTING OUR TRANSITION

POSITIONING & GOVERNANCE
Secure the future of allnex



Gold with 81/100 (top 2%), confirming TFS membership



Scope 3 baseline and Scope 3.1 reduction targets defined

INNOVATION & FEEDSTOCK
Reinforce differentiation



13 sites certified globally, covering major technologies (as of 2025)



Endorsed innovative projects to drive sustainable portfolio shift

PRODUCT OFFERING
Drive topline growth



Exceeded 2025 target, with 40.2% of sales from ECOWISE™-rated products



Cradle-to-gate product carbon footprint (PCF) calculations integrated with the ERP system

MANUFACTURING & OPERATIONS
Measure and improve



GRI-aligned reporting for energy, waste and water



Roadmap in place to reach 2030 Scope 1 & 2 targets



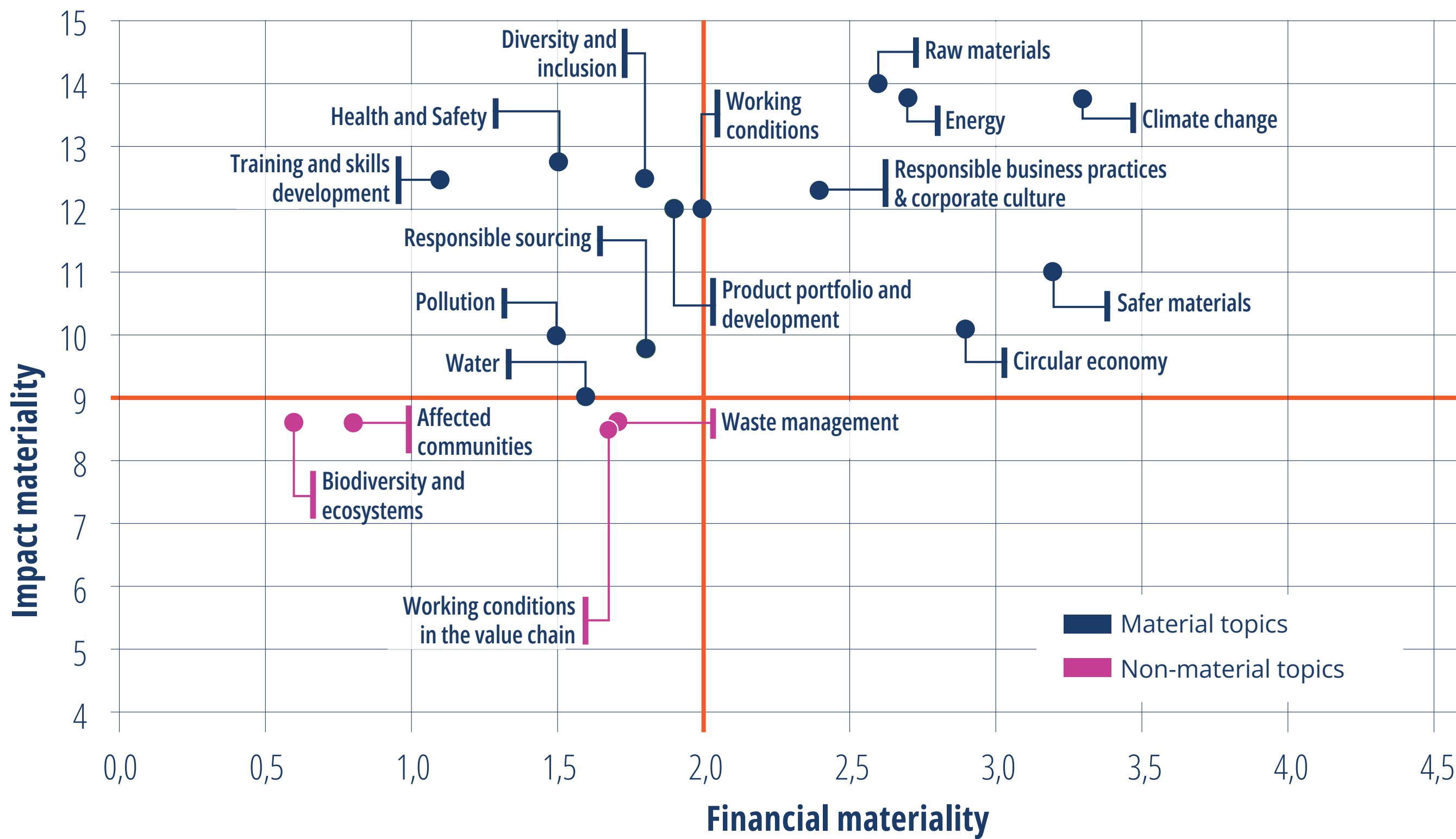
Double materiality in action

> UPDATING OUR ASSESSMENT AND ADVANCING OUR CLIMATE TRANSITION PLAN

OUR DOUBLE MATERIALITY ASSESSMENTS

In 2022, allnex conducted its first double materiality assessment (DMA). This was updated in 2024, in line with the Corporate Sustainability Reporting Directive (CSRD). These assessments evaluated both impact materiality – how allnex’s operations affect people and the environment – and financial materiality, which considers the financial implications of ESG-related risks and opportunities for the company.

OUR DOUBLE MATERIALITY MATRIX



2025 UPDATES AND ACTIONS

List of Related Material IROs

	Material Topics		Material IROs	
		IRO		
Environmental	Climate change	I	Scope 1 emissions	
		I	Scope 3 emissions	
		I	Scope 2 emissions	
		R	Climate transition	
	Energy	I	Energy consumption	
		O	Energy efficiency	
	Pollution	I	Substances of (high) concern	
	Water	I	Water withdrawal	
	Raw materials	I	Fossil-based raw materials	
		I	Biobased and recycled raw materials	
		R	Lack of current raw materials	
		R	Availability of biobased and recycled raw materials	
	Circular economy	I	End-of-life of products	
		O	Increasing lifetime of end-products	
		O	New technologies to enhance circular economy	
		R	Substitutes eliminating the need for allnex's products	

List of Related Material IROs

	Material Topics		Material IROs	
		IRO		
Social	Working conditions	I	Social dialogue	
		I	Freedom of association	
		R	War-for-talent	
	Health & Safety	I	Accidents on manufacturing sites	
		I	Occupational illness	
		I	Wellbeing of employees	
	Training & skills development	I	Learning programs	
		I	Personal development conversations	
		I	Gender balance	
	Diversity & equity	I	Equal treatment for all	
		I	Anti-discrimination	
		I	Safety of end-products	
	Safer materials	I	Product transparency	
		O	Development of safer materials	

List of Related Material IROs

	Material Topics		Material IROs	
		IRO		
Governance	Responsible business practices & corporate culture	I	Consistent corporate culture	
		I	Business ethics and integrity processes	
		O	Increasing ESG awareness	
		R	Cyberattacks	
		R	Competitive conditions	
		O	Increasing sustainable practices across the globe	
		O	Franchisor in sustainability	
		I	Higher standards in the value chain	
	Responsible sourcing	I	ESG criteria for suppliers	
		I	Collaborating with companies along the value chain	
	Product portfolio & development	I	ECOWISE portfolio	
		I	Product transparency	
	Product portfolio & development	I	Product transparency	
		I	Product transparency	

- As an integral part of the 2024 DMA update, the related impacts, risks & opportunities (IROs) were reviewed and updated. The full DMA process, including the resulting material topics and IROs, was reviewed and validated in 2025 by the designated CSRD auditor.
- In 2025, allnex also completed its climate transition plan, which was reviewed by the auditor and published on our website, where it is publicly available to all stakeholders.

Progress on reducing emissions

> TURNING ENERGY EFFICIENCY INTO MEASURABLE EMISSIONS REDUCTIONS

HIGH-IMPACT SCOPE 1 & 2 PROJECTS

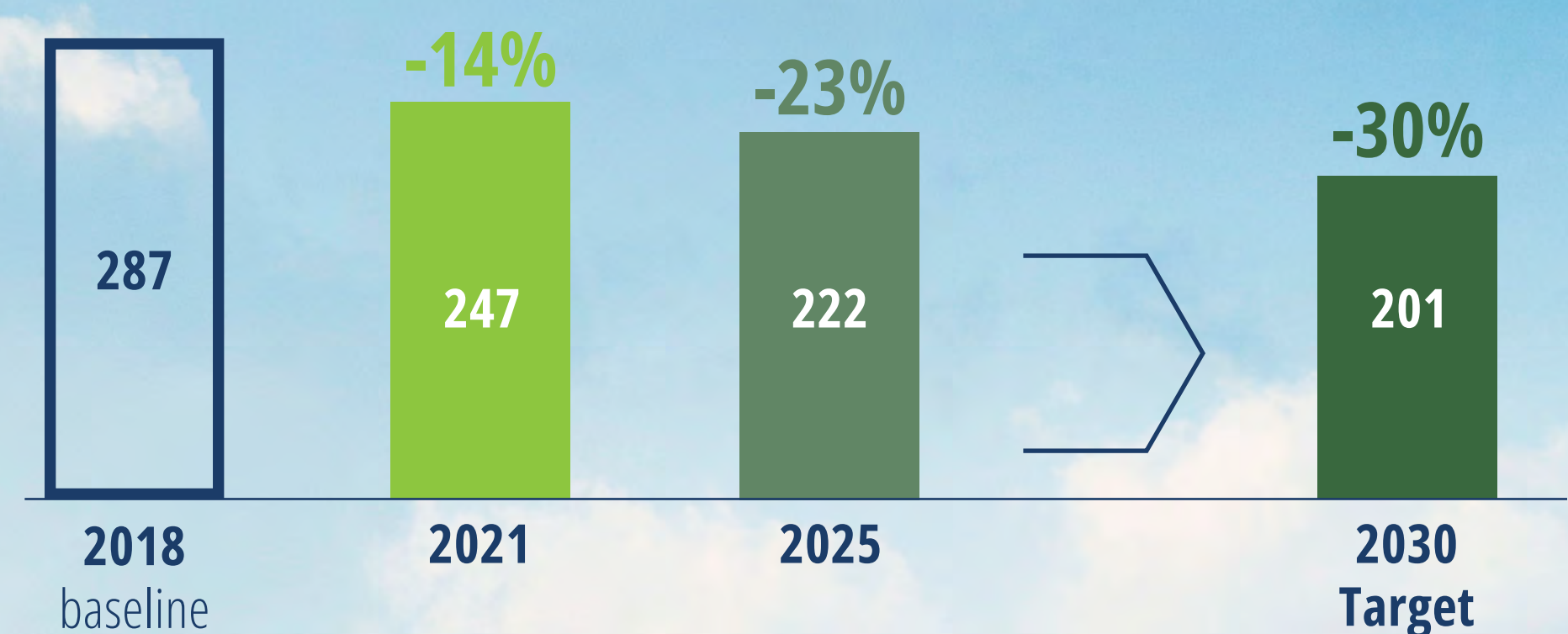
More than 60 projects were completed across our sites globally in 2025. These projects will deliver energy savings of 17,000 MWh and a corresponding emissions reduction of 3,500 tCO₂e.

Improving heat recovery: By recovering heat from condensation for use in critical process steps, our Lillestrøm (LL) and Schoonaarde (SCH) sites achieved combined annual energy savings of 2,500 MWh.

Investing in new, better-designed equipment: When equipment reaches the end of its service life, replacements are optimized for both capacity and heat recovery. A newly designed distillation column at our Kalamazoo (KZ) site delivers annual fuel savings of 4,500 MWh. The upgraded methanol column is used to recover and reuse raw materials.

These initiatives directly address some of the most difficult-to-abate Scope 1 emissions, reinforcing our commitment to reducing absolute Scope 1 & 2 emissions by 30% by 2030.

SCOPE 1 & 2 CO₂ EMISSIONS (ktCO₂e)



OUR COMPANY CARBON FOOTPRINT: DISTRIBUTION, ACTIONS & TARGETS

Scope 3 upstream emissions **60%**

On-site emissions **5%**

Scope 3 downstream emissions **35%**

Scope 3 upstream emissions			On-site emissions		Scope 3 downstream emissions		
Scope 3.1 Purchased goods and services	Scope 3.4 Transportation	Scope 3 Other	Scope 1 Direct	Scope 2 Indirect	Scope 3 Other	Scope 3.11 Use phase	Scope 3.12 End of life
53%	4%	3%	3%	2%	2%	5%	28%

allnex actions to reach the target

– ISCC Plus – Mass Balance
– Sustainable innovation
– Biobased feedstocks

– Recycled feedstocks
– Supplier selection

– The “Enigma” energy efficiency program
– Renewable energy

– Waterborne technology
– Thinner coatings
– Low-bake technology
– Innovation partnerships

2030 Target

Scope 3.1 **30%**
reduction

Scope 1&2 **30%**
reduction

Scope 3 **50%**
of sales from ECOWISE™

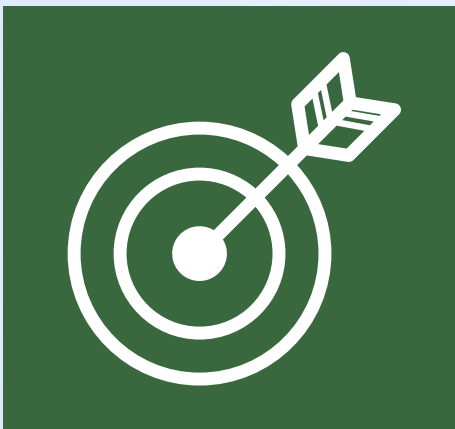
*Baseline for 3.1 is 2021. Baseline for Scope 1 and 2 is 2018. Scope 3 sales measure is contribution margin.

Advancing green electricity

> A GLOBAL ROADMAP AND NEW ON-SITE INSTALLATIONS SUPPORT OUR 2030 TARGET

CENTRAL TO OUR STRATEGY

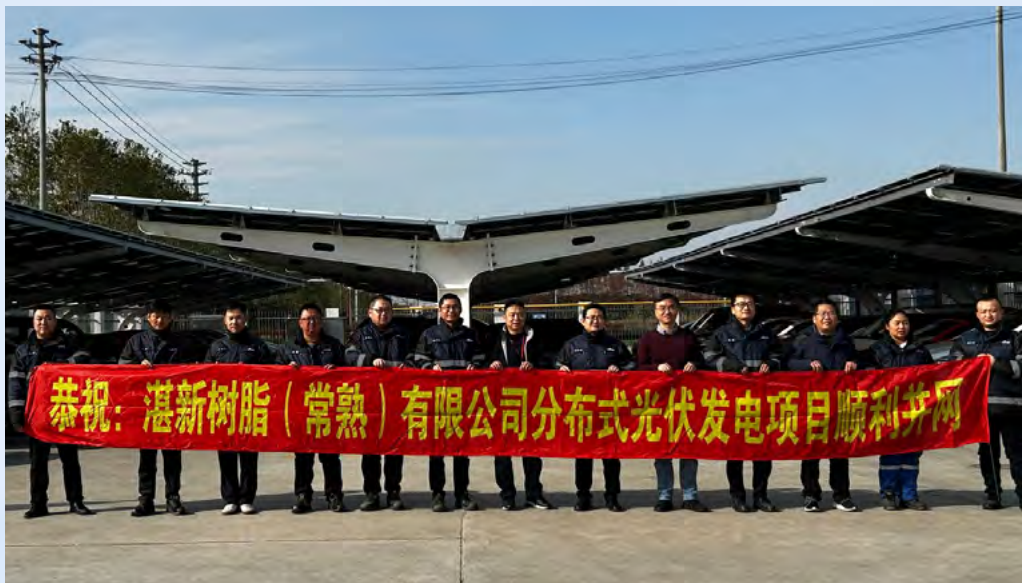
Shifting to renewable electricity is essential for allnex, as it directly reduces our Scope 2 emissions, strengthens energy resilience across our global operations, and supports our broader decarbonization pathway. Increasing the share of renewable electricity is therefore a core element of our climate strategy and a key driver in achieving our long-term sustainability targets.



OUR TARGET:
at least 85% renewable electricity by 2030

2025 GREEN ELECTRICITY MILESTONES

- To support our ambitions, we have established a comprehensive renewable electricity roadmap to 2030, guiding all regions through the transition.
- Five allnex sites already generate green electricity on-site through solar installations (see table).
- **2025 new installations:**
 - **Changshu, China:** first full year of operation
 - **Seremban, Malaysia:** newly operational
- In 2025, the **Schoonaarde, Belgium** site launched a major on-site solar installation project. The installation was completed in early 2026, covering approximately 17% of the site's total electricity consumption.
- Ten sites in Europe and Asia are already operating with 100% green electricity (through green electricity supply or the purchase of renewable energy certificates).



Changshu, China



Seremban, Malaysia



ON-SITE RENEWABLES: OPERATIONAL INSTALLATIONS

Site	Since	Annual generation
Botany & Wacol, Australia	2021	~120 MWh (combined)
Changshu, China	2025	~500 MWh
Fengxian, China	2023	~1,500 MWh
Schoonaarde, Belgium	2026	~700 MWh
Seremban, Malaysia	2025	~350 MWh

STRATEGIC DIRECTION

allnex is progressively advancing its renewable electricity strategy by prioritizing **on-site renewable installations** and **long-term sourcing** solutions where feasible. This approach supports the efficient use of resources, reduces dependency on fossil-based electricity, and contributes to the decarbonization of our operations.

Strengthening energy management

> ISO 50001 COVERAGE NEARLY COMPLETE AND SHARE OF RECS RISING

OUR ENERGY POLICY

Ensuring efficient and environmentally sustainable energy use is central to allnex's strategy. To support this goal, we have implemented a comprehensive, ISO-certified energy management system.

Our energy commitments include:

- Raising energy awareness among employees and other stakeholders
- Closely monitoring our energy consumption
- Systematically implementing continuous improvement projects to achieve our strategic and operational objectives
- Supporting the transition to renewable energy
- Developing innovative products and processes with improved energy efficiency throughout their life cycle
- Considering energy efficiency when selecting equipment and services to support our energy performance targets
- Complying with all applicable legal and other requirements

MANAGING ENERGY WITH ISO 50001

allnex has achieved **ISO 50001 certification across 97% of its manufacturing facilities** (28 out of 29 sites). Twenty-six sites are covered by a global certification, while Foshan and Suzhou in China hold local certifications. To achieve 100% coverage, Mahad in India will be added in 2027.

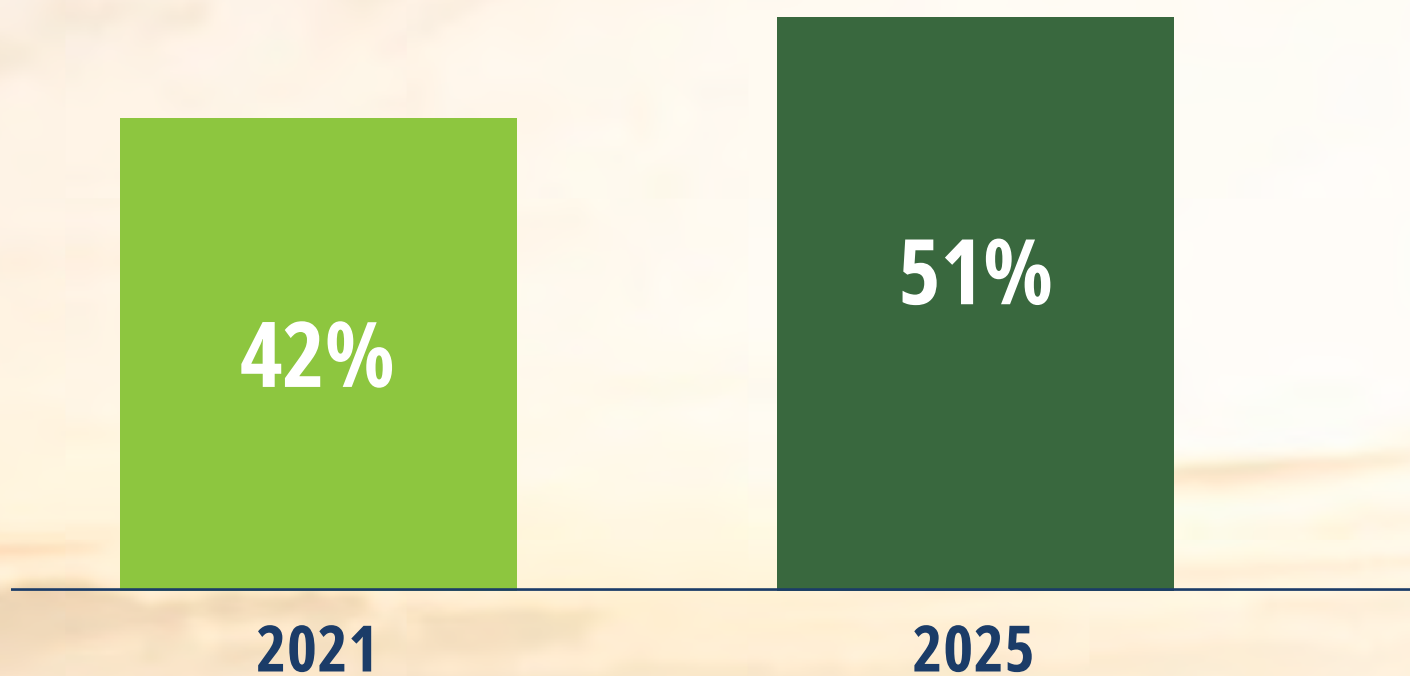
This systematic energy management framework continues to drive real savings:

- 1,000 MWh annual savings from condensate recovery (Wiesbaden)
- 2,000+ MWh annual savings from chemical process optimization (Bitterfeld, Kalamazoo, Drogenbos)

These improvements directly support our commitment to reduce absolute Scope 1 & 2 emissions by 30% by 2030 and reach net zero by 2050.

2025 GREEN ELECTRICITY MILESTONES

Share of electricity purchased from renewable sources increased from 42% in 2021 to 51% in 2025.





Acting ECOWISE™

> FIVE PILLARS GUIDE OUR APPROACH TO SUPPORTING THE GREEN TRANSITION

ECOWISE™ – A SYSTEMATIC APPROACH

ECOWISE™ is allnex's proprietary Portfolio Sustainability Assessment (PSA) methodology, built on the he World Business Council for Sustainable Development framework. Its fact-based, stage-gate process evaluates products against five sustainability priorities.

Products that meet our criteria earn the ECOWISE™ label, giving customers confidence in their verified environmental and societal benefits.



be ECOWISE™

2025: Interim target of **36%**, overachieved with **40.2%**

2030: **50%** of contribution margin from **ECOWISE™ products**



LEARN MORE:
ECOWISE™ CHOICE | Eco-Friendly Resins | allnex Resins

THE FIVE PILLARS OF ECOWISE™ IN ACTION





Making carbon transparent

> PUBLIC PCF DATA SUPPORTS INFORMED DECISIONS
ACROSS THE VALUE CHAIN

FROM KNOWLEDGE TO ACTION

Transparency and high-quality data are essential for reducing carbon footprints across the value chain. At allnex, we have established **fully automated cradle-to-gate Product Carbon Footprint (PCF) calculations** across all our locations. Our PCF data is calculated according to the TfS PCF standard, using supplier-specific data where available.

In 2025, allnex made PCF information for the majority of its products publicly available. Regional PCF data can be easily accessed online through our Sustainability Data Sheets.

Page 1 of 2
Product ID: 0064347
Revision Date: 09/02/2025

SUSTAINABILITY DATA SHEET
SETALUX® 1202 SS-70

GOLD | Top 5%
Sustainability Rating
FEB 2025

EcoVadis is a globally recognized sustainability rating agency. The Gold Rating is a prestigious recognition for allnex, signifying that we are among the top 5% of companies in the chemical industry for our outstanding sustainability efforts.

allnex Sustainability Goals
allnex has anchored sustainability in its corporate strategy focusing on affordable and clean energy, responsible consumptions and production, climate action from UN Sustainable Development Goals. These pillars form the basis of allnex's ambitious Sustainability Program, which covers all aspects from product development, raw material sourcing, over manufacturing and supply chain management up to customer service. allnex actively performs portfolio sustainability assessments (PSA) based on the principles defined by the WBCSD. Our PSA methodology is called Be ECOWISE™ and screens according to the 5 high priority sustainability areas for our finished products:

EMISSIONS REDUCTION: Reduce the emissions of volatile organic solvents across the product lifecycle to protect people and the environment.
SAFER MATERIALS: Substitute the most harmful chemicals with safer options.
CIRCULAR ECONOMY: Explore all options to limit the consumption of resources, keep them in use as long as possible, and eventually recover and recycle them at the end of service life.
RENEWABLE SOURCING: Using renewable alternatives for raw materials and energy use.
ENERGY EFFICIENCY: Design products and manufacturing processes in a way that enables maximum efficiency in energy utilization across the product lifecycle.

Regarding decarbonization, our target is to achieve CO₂e absolute reductions of 30% for Scope 1 & 2 (Baseline 2018) and intensity reductions of 30% for Scope 3.1 (baseline 2021) by 2030. By 2050 we aim to achieve NetZero for Scope 1&2 emissions and Scope 3.1 emissions.

Better Carbon
Total Carbon Content (kgTotalCarbon/kg): 0.72

Biogenic Carbon Content
Total Biogenic Carbon (as % of all carbons)**: 3
Biogenic Carbon content (kgBiogenicCarbon/kg): 0.02
**Sum of Biobased Carbon Content and BioMass Balance Carbon Content
Biobased Carbon Content (as % of all carbons): 3

Product Carbon Footprints

Region	Year	PCF (excl. Biogenic emissions and removals), kg CO2 eq./kg	PCF (incl. Biogenic emissions and removals), kg CO2 eq./kg	Biogenic removals (kg CO2 equivalent / kg product)
APAC	2024	3.5	3.4	0.1
EMEA	2024	4	3.9	0.1

In case product is manufactured at multiple locations within region, the reported Product Carbon Footprint is calculated weighted average of the footprints of the different production locations per reported calendar year.

Scope	Cradle-to-gate, includes scope 1, 2 and 3 emissions directly related to our production process, the waste generated during production as well as the emissions from the production and transport of our raw materials. Indirect contributions, such as employee commuting, office supplies as well as packaging are not included in scope.		
System model	Allocation cut-off by classification	Multiple-output allocation method	n/a (single output)
Methods: (characterization factors)	IPCC 2013	Indicator	GWP 100a
Declared unit	1kg of non-packed product	Standard used	TfS guideline 3.0***
Verification approach	Internal LCA Expert	Validity period	5 years

*** <https://www.tfs-initiative.com/app/uploads/2024/12/TfS-PCF-Outlines-2024.pdf>

Error: The error margin on the calculated PCF can be significant (up to 30%) due to the lack of precise PCF data for many raw materials. Please take this into account when comparing products or technologies. It is expected that our PCF values will become more precise as reliable supplier data become available.

Upstream: The preferred sources of information are: data provided by supplier; Ecoinvent 3.8 (2021) or other generic databases; database values for next available geography granularity level or mix different available production technologies; if the production process is known, a CO₂e value is approximated using values of the main input materials involved in the upstream production.

Production: The impact of our production process is calculated by considering individual products data on combustion, cooling, electricity, heating, steam, and waste. If this information is not available production process is calculated dividing the total plant emissions by the mass of product produced and the average emissions value over the past year is used.

Transport: Transport emissions from supplier to manufacturing location are being calculated based on distance and transport mode used for shipment.

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“Meaningful sustainability progress starts with understanding environmental impacts. Product carbon footprint calculations help us quantify those impacts and back sustainability claims with reliable data. This creates transparency, builds trust and helps avoid greenwashing.

By making PCF data publicly available through our online Product Finder, we support more informed decisions across the value chain.”

Perrine Cahen, Director PSRA

INNOVATIVE CHEMISTRY
FOR ALL NEX^oT GENERATIONS

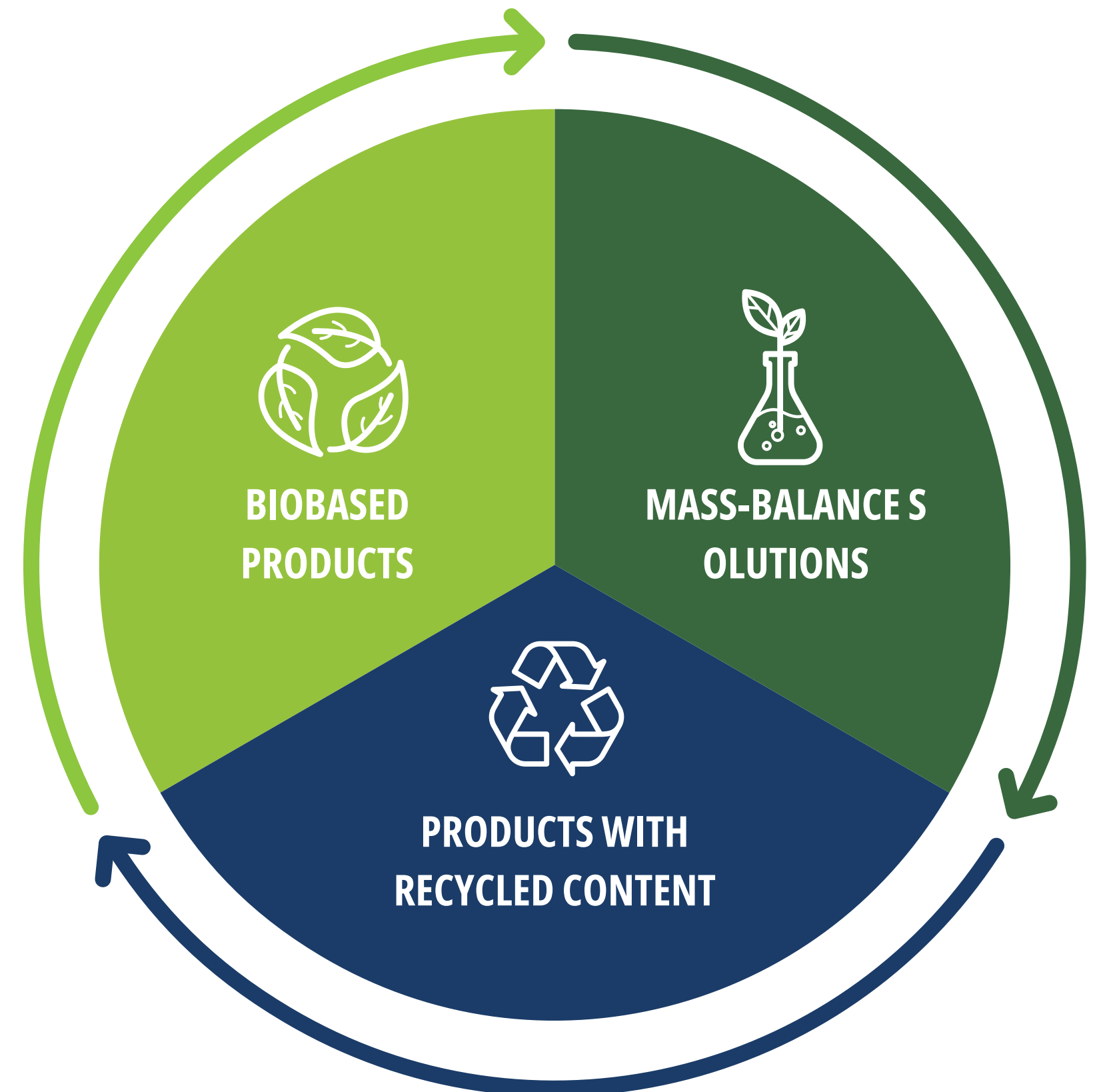


Three paths to circularity

> BIOBASED, MASS-BALANCED AND RECYCLED-CONTENT OPTIONS HELP REDUCE PCFS

SUPPORTING SUSTAINABLE CHOICES

Biobased, mass-balanced and recycled-content options support the circular economy and help customers reduce product carbon footprints. Third-party-validated LCAs are available for selected circular solutions, helping customers substantiate sustainability claims.



Biobased products

provide customers with reliable information on biogenic content based on carbon-14 analysis.



Mass-balance solutions

can reduce product carbon footprints without compromising performance. Options are available across our product categories, supported by ISCC PLUS certification at key production sites.



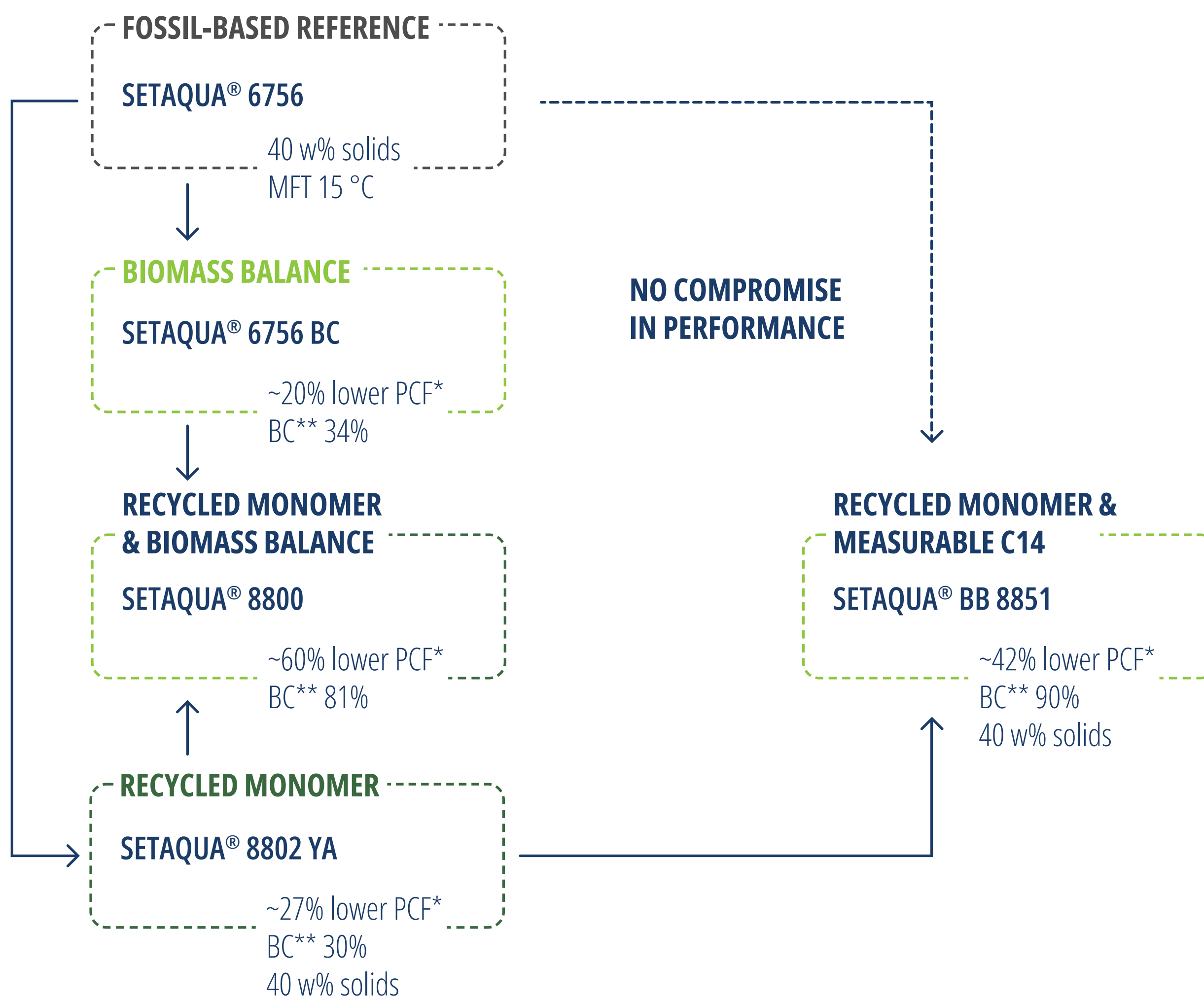
Products with recycled content

incorporate post-industrial or post-consumer waste streams and are accompanied by an allnex statement confirming the recycled content. By replacing virgin fossil-based materials, they support circularity.

TAILORED SOLUTIONS THROUGH PARTNERSHIP

Products can also combine these three approaches. We welcome opportunities to develop tailored solutions in partnership with our customers.

INTERIOR WOOD – DECORATIVE & INDUSTRIAL APPLICATIONS



*Product Carbon Footprint

**Better Carbon



Adding biomass to the balance

> OUR GLOBAL ISCC PLUS CERTIFICATION EXPANDS ACCESS TO LOWER-PCF SOLUTIONS

BIOMASS BALANCE NOW AVAILABLE WORLDWIDE

At allnex, we believe in making sustainability an easy choice. That's why we have certified key manufacturing sites around the world. Customers can now access high-performance, more sustainable coatings wherever they are.

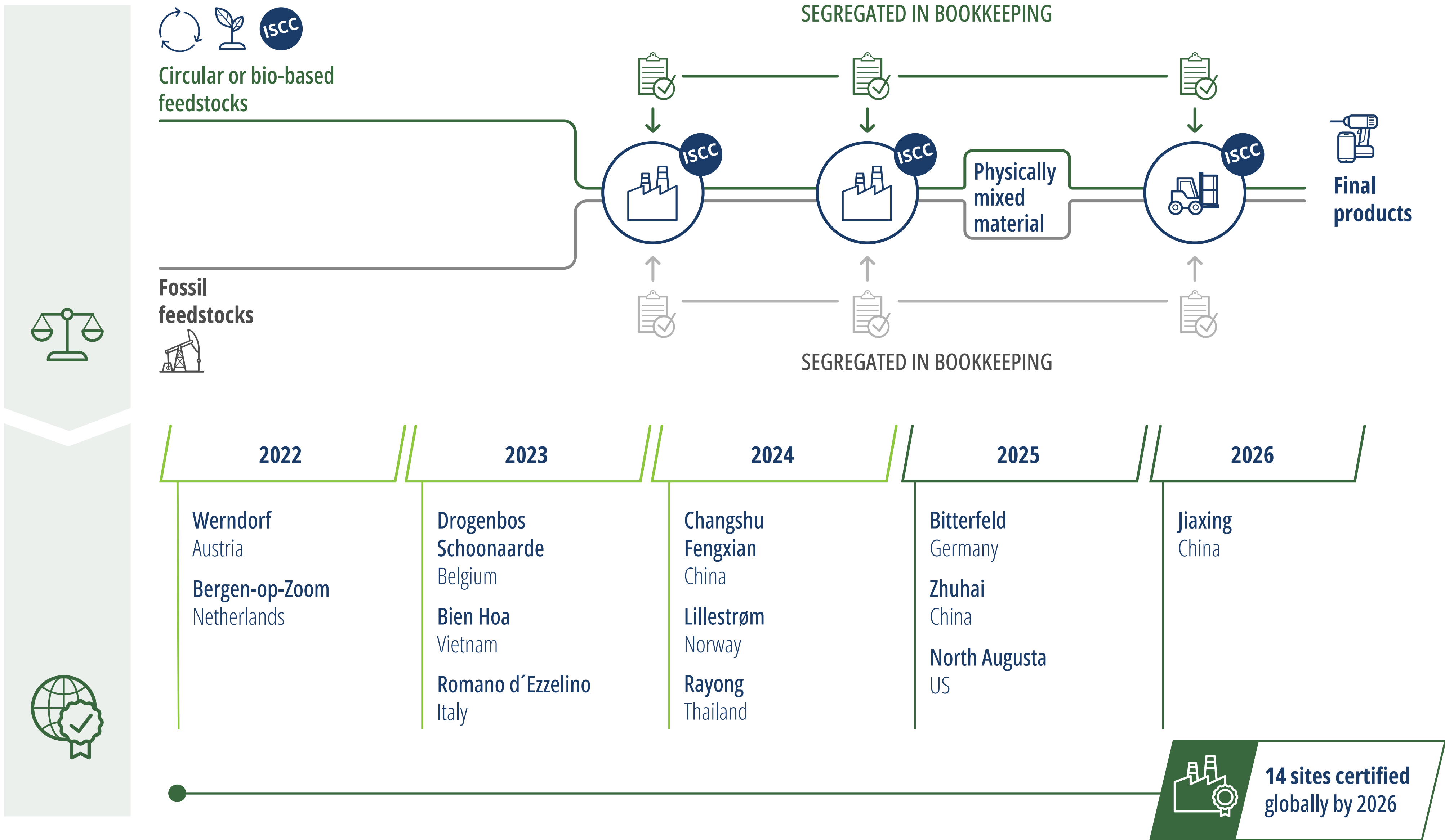
Reducing product carbon footprints

allnex has achieved ISCC PLUS certification across its major technologies, enabling biomass balance (BMB) solutions company-wide. Using the TFS PCF Guideline 3.0, we provide transparent product carbon footprint data.

Depending on the product line, our BMB solutions can reduce PCFs by 60–90%. BMB volumes have also grown significantly over the past year, reflecting a clear market shift toward more sustainable chemistry.



ISCC PLUS MASS BALANCE





A new life for plastics

> RECYCLED PET REDUCES CARBON BY REPLACING VIRGIN FEEDSTOCKS

TURNING WASTE BACK INTO PERFORMANCE

We transform post-consumer recycled PET (rPET) into high-performance resins without relying on complex or energy-intensive recycling processes. Discarded non-food-grade plastic is repurposed as a valuable raw material for the coatings industry.

Our rPET-based portfolio currently features two specialized solutions:

- **CRYLCOAT® OCEAN** – A powder coating resin containing up to 50% rPET, enabling a product carbon footprint reduction of up to 20% with no compromise in technical performance compared with traditional resins, such as CRYLCOAT® OCEAN E04811.
- **LRA rPET for solvent-borne alkyds and polyesters** – This liquid resin series incorporates 5–20% post-consumer rPET, reducing the product carbon footprint while repurposing waste plastic bottles into durable industrial coatings for wood, automotive and metal applications, such as VIALKYD® AS 5430P/70X.

We also transform post-consumer recycled methyl methacrylate (rMMA) into high-performance waterborne acrylic resins. SETAQUA® 8802 YA contains up to 45% recycled content, delivering a significantly reduced carbon footprint without compromising coating performance.



Circular Economy Mandate

Close the loop from post-consumer waste to circular resource – saving plastic bottles from landfill/ocean, cutting carbon and fossil dependency



Reduced Carbon Footprint

Deliver measurable carbon savings compared to virgin PET, lowering CO₂ emissions and strengthening climate performance



Regulatory & Brand Leadership

Turn regulatory pressure and consumer demand into compliance leadership, trusted claims, brand differentiation, and premium value

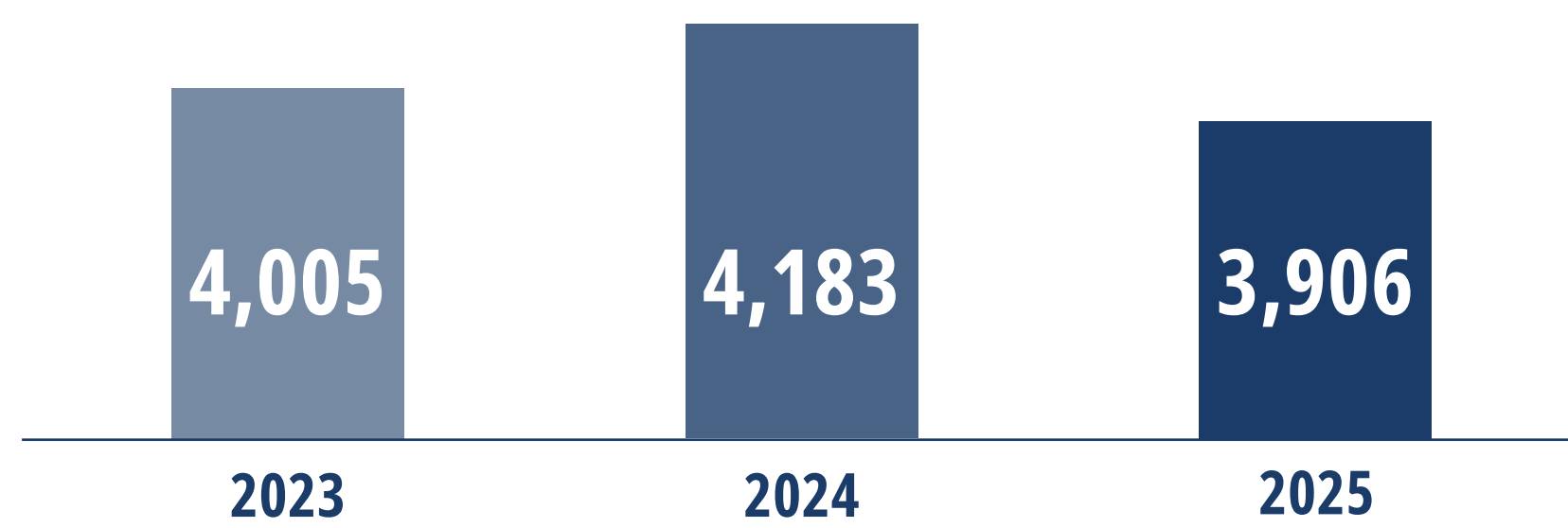




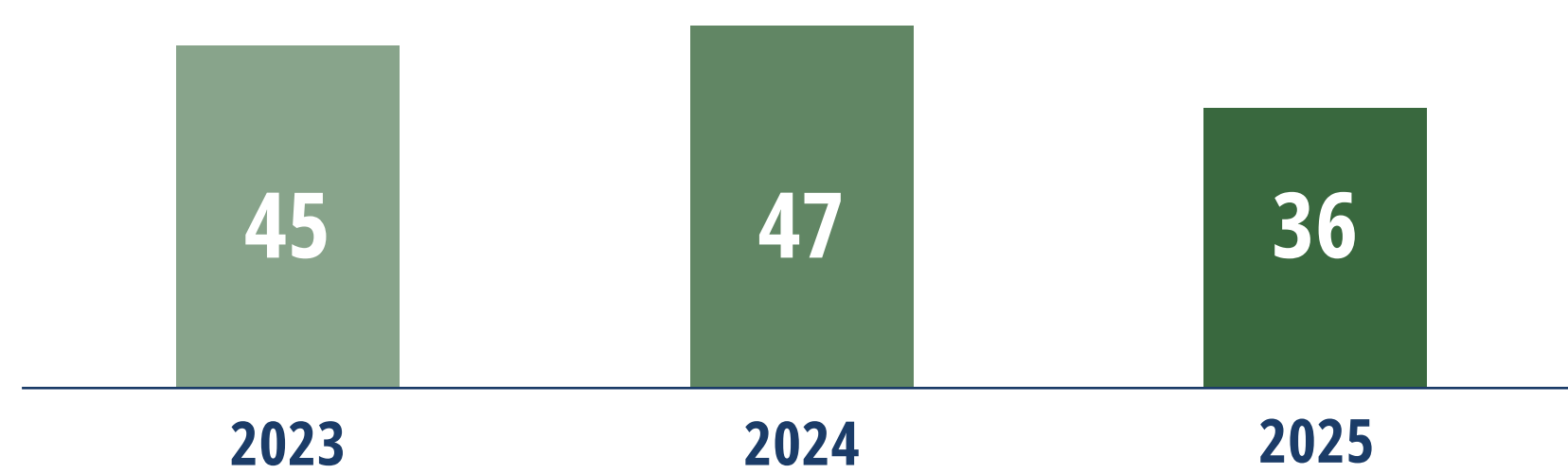
Managing waste and water

> SITE-LEVEL INITIATIVES REDUCE WATER USE AND IMPROVE WASTE MANAGEMENT

ALLNEX WATER WITHDRAWAL (km³)*



ALLNEX WASTE DIRECTED TO DISPOSAL (k metric ton)



allnex is committed to reducing water withdrawal and minimizing waste generated throughout our manufacturing plants globally. Conserving natural resources and preventing pollution and waste generation are just one element integrated into the allnex culture.

To drive continuous improvement in these areas along with our global ISO 14001 certification, allnex has integrated intensity targets for both areas into our annual sustainability campaign, Primavera. Fostering both friendly competition and best practice sharing across the globe.

Here are examples of how two of our sites have demonstrated these values not only within the manufacturing site but also extending that out to support their local communities.

*allnex water withdrawal excludes surface water specifically used in once-through process cooling system.

RAYONG, THAILAND: ENVIRONMENTAL ACHIEVEMENTS

- Reduced waste intensity to 46% of previous average
- Switched from steel drums to bulk trucks, cutting drum waste by two-thirds
- Replaced PP filters with nylon, reducing resin contamination waste
- Continued improvement projects enabled zero-waste sample returns
- Upcycled wooden pallets into furniture for local schools
- Collected plastic bottles for upcycled student backpacks
- Reused drainage soil and kitchen waste as fertilizer in the employees' vegetable garden



PONTA GROSSA, BRAZIL: ENVIRONMENTAL ACHIEVEMENTS

- Treated around 400 tons of effluent internally as the site's wastewater treatment plant capabilities expanded, drastically reducing external disposal
- Environmental training during shutdowns
- Kids' waste-themed art contest

allnex

SOCIAL



INNOVATIVE CHEMISTRY
FOR ALL NEX>T GENERATIONS

Putting safety and people first

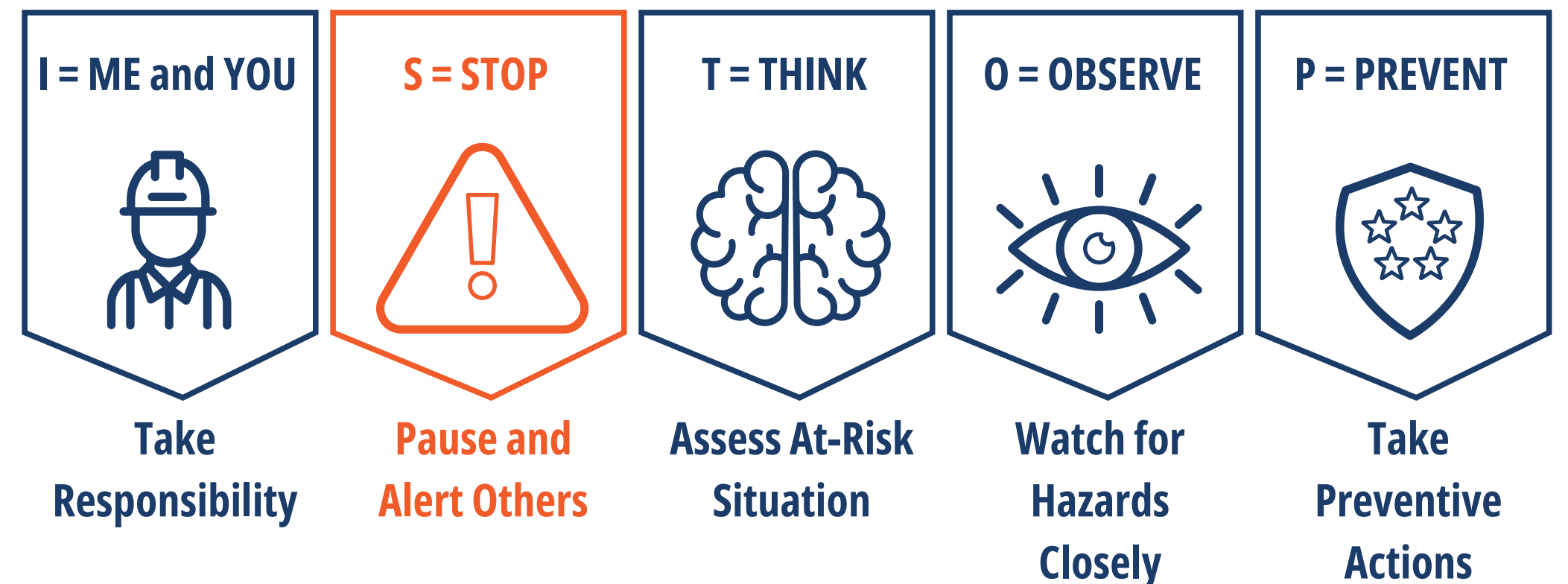
> CREATING SAFE, INCLUSIVE AND ENGAGING WORKPLACES ACROSS ALLNEX

CAMPAIGNS THAT CARE

- 35 global locations have been certified to ISO14001 and ISO45001.
- There were 0 serious process safety incidents.
- A Total Recordable Incident Rate (TRIR) of 0.43 has been achieved **compared to a target of 0.5 for 2025**, showing we are well on track to reach a TRIR of 0.2 by 2030.
- We have demonstrated good progress on our spill prevention and housekeeping programs.
- Our contractor-related incidents have significantly decreased. With over 6,000 near-misses and observations reported globally, we have a best-in-class reporting system.
- We continue to make progress in preventing chemical contact and mitigating manual handling risks.
- We developed the I-STOP safety awareness campaign to drive further improvements in 2026 and beyond.



I-STOP for Safety



Our GBS in Riga, Latvia, celebrated 10 years in 2025, while we expanded our GBS footprint to Guadalajara, Mexico, in the same year.



OUR PEOPLE

Our employees are the foundation of our success. As a global chemical company operating in diverse markets and regulatory environments, we are committed to fostering a **safe, inclusive and engaging workplace** where employees can thrive professionally and personally.

In 2025, we employed **3,870 FTEs** (excluding apprentices, temporary staff and contractors) across our manufacturing sites, R&D centers and commercial offices in more than 35 countries.

At allnex, we're committed to **fair, equitable and transparent pay practices**. As part of our ESG strategy, we address pay disparities and ensure compensation reflects role, skills, experience and performance.

We also uphold the **living wage principle** outlined in the UN Universal Declaration of Human Rights. In 2024, we introduced a Fair Living Wage Charter and conducted an analysis using data from WageIndicator. We're proud that all employees earn a fair living wage. In 2025, allnex also obtained the prestigious **UNI/PdR 125:2022 gender equality certification** in Italy. This significant recognition confirms that our global policies and practices are gender-neutral and reflects both our continuous commitment and the outstanding teamwork behind this achievement.

In recent years, we have successfully implemented policies on work-life balance, partner and adoption leave, and part-time work opportunities to accommodate individual needs. These measures have been fundamental in creating **an inclusive and supportive work environment** for all our employees. We also aligned our global diversity and inclusion policy with UNI/PdR 125:2022, further embedding fairness and respect in our corporate culture.

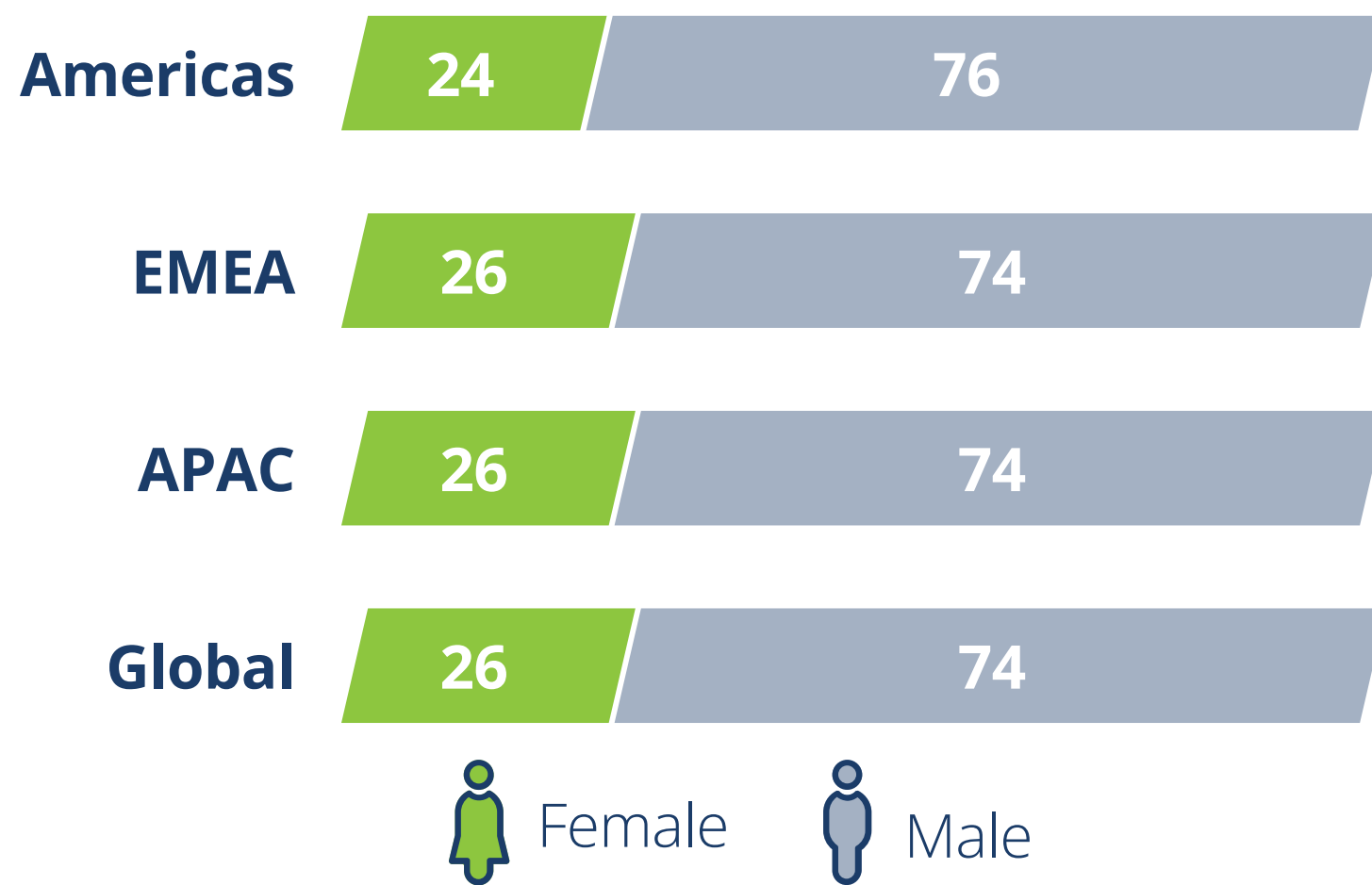
Making D&I work

> WE BRING DIVERSITY AND INCLUSION TO LIFE THROUGH REAL ACTIONS AND CLEAR GOALS

At allnex, we believe that diversity isn't just a metric – it's a driver of innovation, collaboration and success. That's why we've set an ambitious goal: **35% women in leadership roles by 2030**. And we're making progress: **2025 was a breakthrough year**.



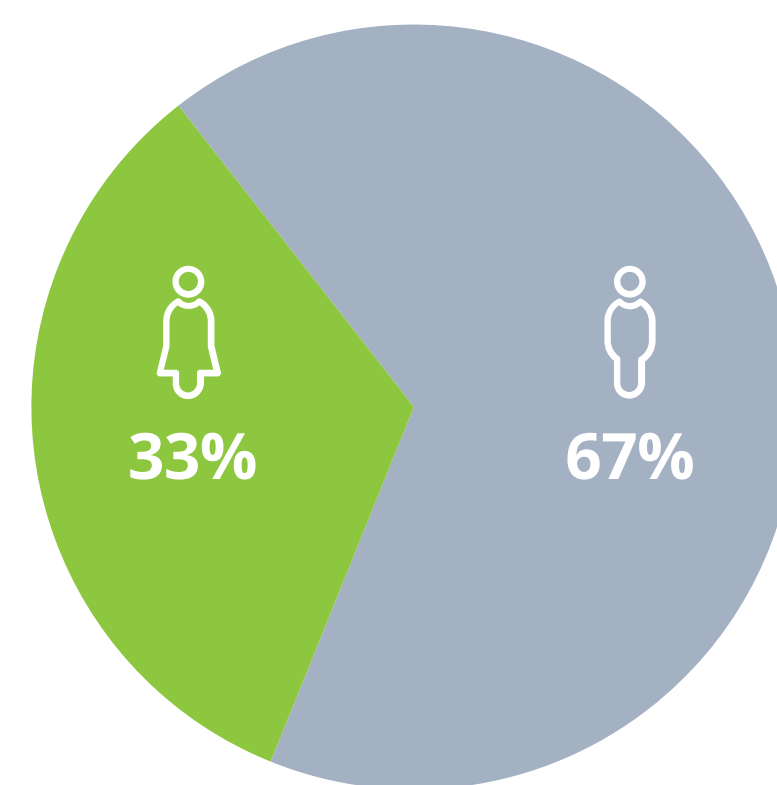
Total headcount by gender and region [%]



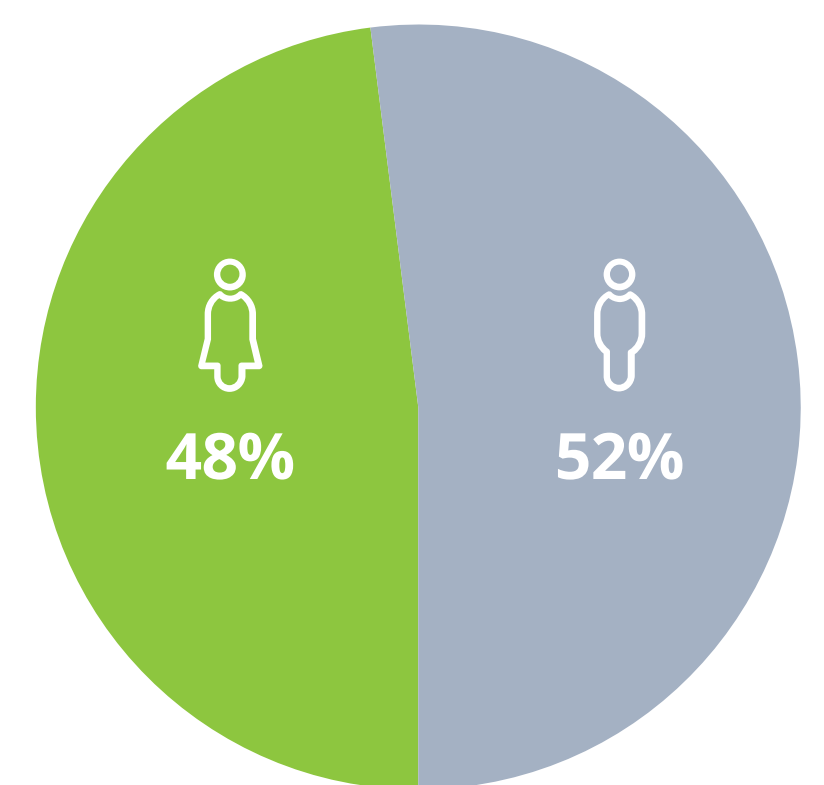
In 2025, allnex strengthened gender diversity with:

- 33% of our leadership hires were women, a significant increase from an average of 25% over the past three years
- **Our overall percentage of women in leadership climbed to 28% globally, up from 26% in 2024**
- Achieving near gender parity outside manufacturing

Leadership hires by gender



Headcount by gender (excluding manufacturing)



* Headcount equals all active, regular, full-time and part-time employees. Temporary staff are excluded.

OUR D&I GOALS



1 Promote an inclusive and diverse work environment where respect and inclusion thrive.



2 Increase the proportion of women in leadership positions worldwide to 35% by 2030.



3 Prevent discrimination, intimidation and harassment by offering training to the global workforce and including this in the next Code of Conduct training.



4 Regularly communicate the whistleblowing procedure to all employees and keep records of reported incidents.

Connections that count

> CAREER DEVELOPMENT FOR WOMEN AND WELLBEING INITIATIVES FOR ALL EMPLOYEES

The allnex Women's Network (AWN), launched in 2023, continued to drive gender equality and inclusion in 2025 by fostering global collaboration, amplifying women's voices, and delivering targeted initiatives such as in-person sessions and annual webinars to support career development and employee engagement.



A CLOSER LOOK AT AWN ACTIVITIES IN VIETNAM

- Charity activities for communities in need
- Engagement and connection among members – Vung Tau trip to celebrate Vietnamese Women's Day
- A supportive space to connect and relieve stress through shared activities
- Stronger teamwork and collaboration



Global webinar to support career development among female colleagues



Australia and Botany join R U OK? Day

Football competition in Bien Hoa

Marathon activities in Bitterfeld, Riga and Werndorf

WELLBEING

Employee wellbeing remains a key priority, embedded in our approach to sustainable performance and responsible employer practices. Throughout the year, we continued to promote both physical and mental health through targeted local initiatives, awareness campaigns and preventative measures, such as vaccinations, health checks, ergonomics and sports activities.



Learning & development

> TARGETED PROGRAMS STRENGTHEN SKILLS, LEADERSHIP AND COLLABORATION

In 2025, we continued to build a strong talent pipeline through our allnexT and Emerging Leaders programs, supporting 40 high-potential employees globally, while our Corporate Trainee Program welcomed 7 new trainees across regions.

We strengthened leadership capabilities through programs such as:

- 155 participants in the Blanchard Leadership Training, complemented sessions on change management, leadership essentials and situational leadership
- 29 leaders completed the Six Sigma Green Belt training to enhance process efficiency and operational excellence
- 35 team and leadership workshops, including Insights Discovery (197 participants) to strengthen team dynamics
- 119 participants in the New Manager Onboarding to accelerate leadership effectiveness
- 10 global project management workshops
- Growth Webinar series provided employees with practical skills and accessible learning opportunities
- All employees were invited to participate in the allnex strategy workshops



DEVELOPING OUR PEOPLE FOR THE FUTURE

Employees are encouraged to take ownership of their development through our digital learning platform Explore, on-the-job learning and career development discussions with their managers. Particular focus was placed on building future-relevant capabilities, including sustainability awareness, digital skills and leadership effectiveness.

To further foster collaboration and engagement, initiatives such as Mystery Coffee enabled global networking, reaching 363 participants and facilitating over 8,000 connections worldwide.

Through this comprehensive approach, we strengthen capabilities, engagement and resilience across our organization.

Employee engagement

> WE STRENGTHEN ENGAGEMENT THROUGH FEEDBACK, DIALOGUE AND CLEAR ACTIONS

We continued to strengthen employee engagement through structured initiatives designed to capture feedback, foster dialogue and drive continuous improvement. In 2025, we again conducted a global engagement survey, which remains a key instrument to assess employee satisfaction, identify focus areas, and guide targeted action plans at global, regional, local and departmental levels. Survey outcomes are actively translated into concrete initiatives, with regular follow-up and transparent communication to employees.

In addition, we encourage ongoing feedback through pulse checks, team discussions and direct manager–employee interactions, reinforcing a culture of openness and accountability. These efforts contribute to a more engaged workforce, supporting collaboration, retention and overall organizational performance.

EMPLOYEE ENGAGEMENT & AGILITY SURVEY 2025



KEY RESULTS FOR EMPLOYEE ENGAGEMENT



- 9 out of 12 Employee Engagement questions improved
- Major gains in Recognition and Growth



Strengths: Opinions are valued, strong emotional support at work (“Best friend at work”)



Opportunities: Understanding the connection between individual roles and the company mission, greater trust in coworkers to deliver quality work





Sustainability through local action

> OUR EMPLOYEES SUPPORT WASTE REDUCTION AND LOCAL COMMUNITIES AROUND THE WORLD

PRIMAVERA DAY 2025

Launched in 2019, allnex Primavera Day is the global kickoff of our annual, year-round sustainability initiative. It brings colleagues across the globe together to celebrate our sustainability program, achievements and progress, while reinforcing our 2030 goals.

In 2025, our Primavera program focused on waste reduction, reinforcing our commitment to sustainable operations and responsible resource management. In addition to the local activities to promote waste reduction, the manufacturing locations and offices also competed for the Primavera Award, which recognizes the sites with the best holistic approach to minimizing waste across all aspects of our business.



Seremban recycling waste fashion show



Wallingford sidewalk cleanup



Rayong upcycled wooden pallets as furniture for the local community



Jiaxing set up a new recycling station for plastic bottles



Cleanup at an animal shelter in Riga



Interactive science activities for vulnerable children in Ponta Grossa



Rhein River cleanup in Wiesbaden



Donation to Red Nose from Werndorf

COMMUNITY ENGAGEMENT

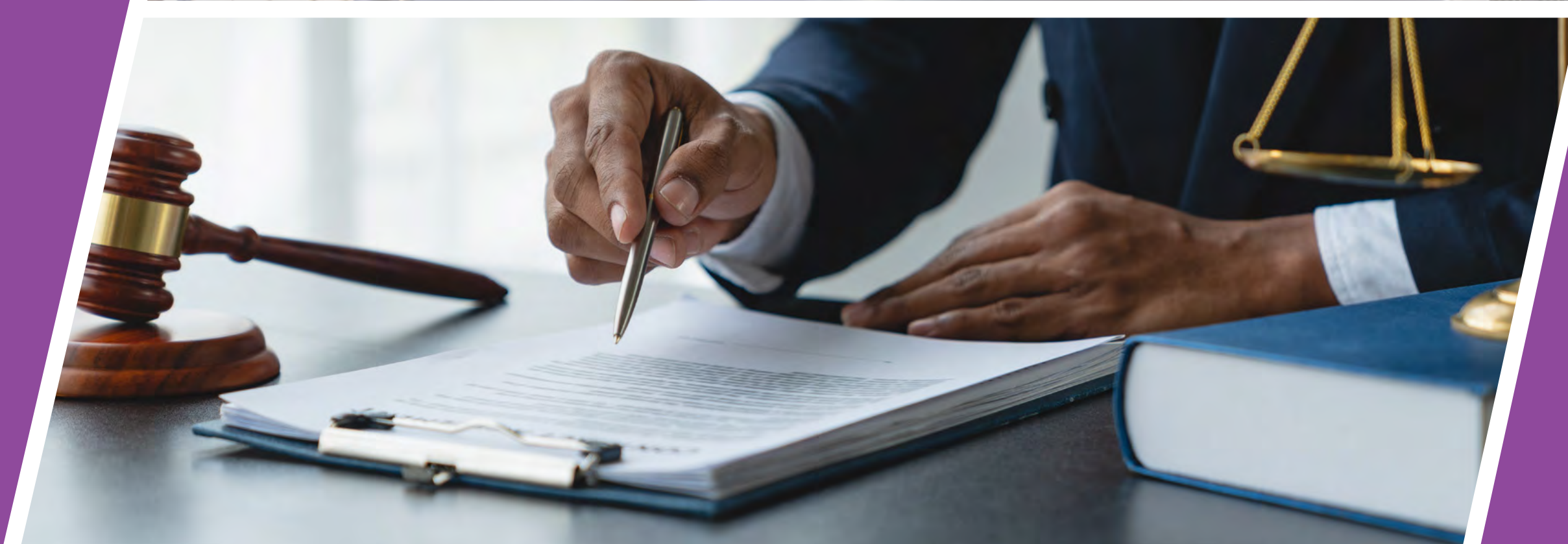
Throughout 2025, we have actively engaged with local communities through various initiatives aimed at improving the local natural environment and supporting disadvantaged social groups. Our approach to community engagement is rooted in collaboration and long-term sustainability.



Wallingford volunteering at Connecticut Foodshare

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GOVERNANCE



INNOVATIVE CHEMISTRY
FOR ALL NEX^oT GENERATIONS



Clear rules, responsible action

> COMPREHENSIVE POLICIES AND TARGETED TRAINING
SUPPORT ETHICAL CONDUCT ACROSS ALLNEX

OVERVIEW OF OUR KEY POLICIES:

- Code of Conduct
- Supplier Code of Conduct
- Labor and Human Rights Policy
- Anti-Bribery and Anti-Corruption Policy
- Anti-Harassment Policy
- Global Whistleblower Policy and Mechanism
- Quality Policy
- SHE Policy
- Energy Policy
- Conflict Minerals Policy
- AI and LLM (Large Language Model) Policy
- Information Classification Policy

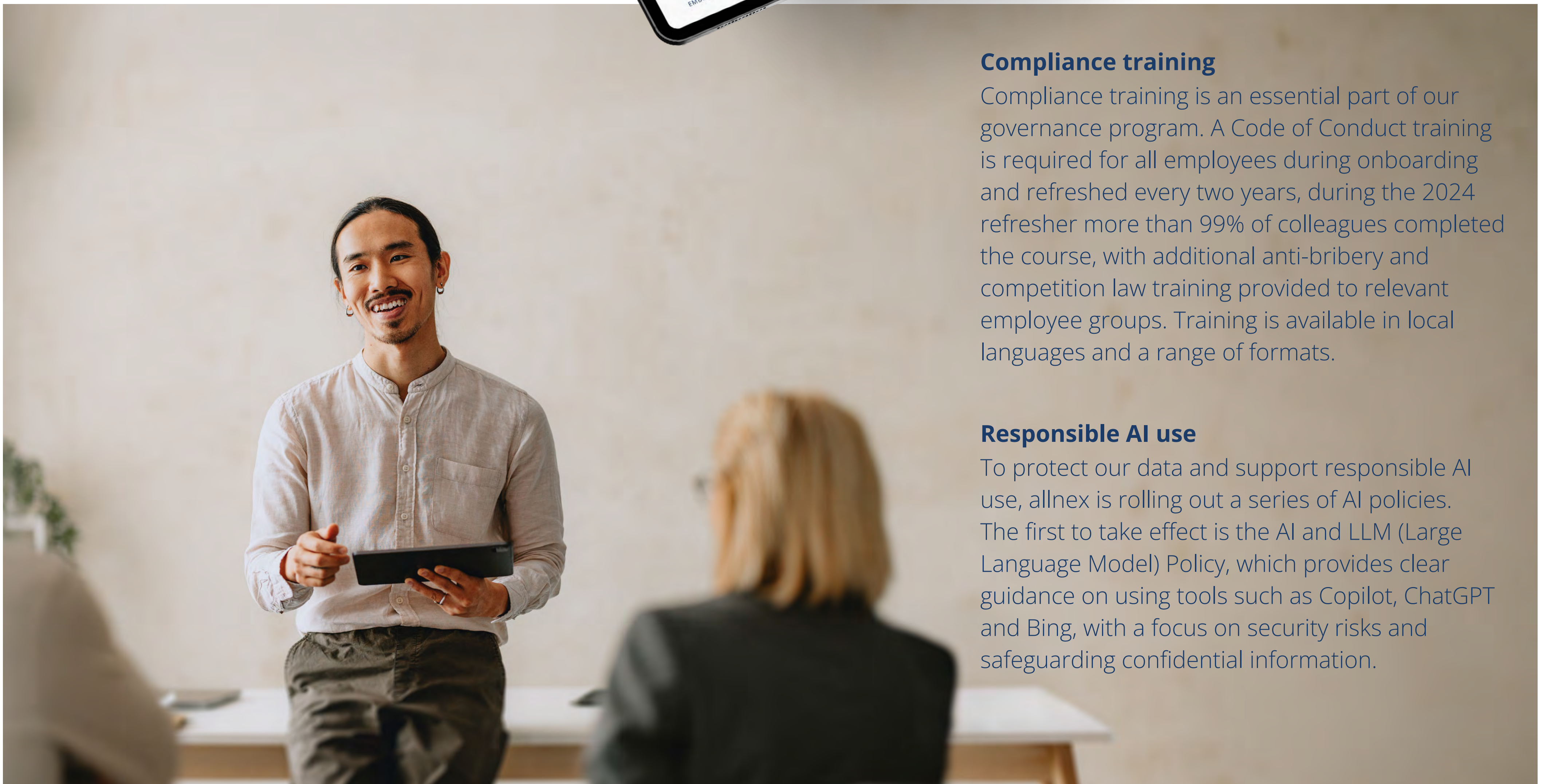


Compliance training

Compliance training is an essential part of our governance program. A Code of Conduct training is required for all employees during onboarding and refreshed every two years, during the 2024 refresher more than 99% of colleagues completed the course, with additional anti-bribery and competition law training provided to relevant employee groups. Training is available in local languages and a range of formats.

Responsible AI use

To protect our data and support responsible AI use, allnex is rolling out a series of AI policies. The first to take effect is the AI and LLM (Large Language Model) Policy, which provides clear guidance on using tools such as Copilot, ChatGPT and Bing, with a focus on security risks and safeguarding confidential information.



Sustainable sourcing

> RISK-BASED DUE DILIGENCE STRENGTHENS STANDARDS IN OUR SUPPLY BASE

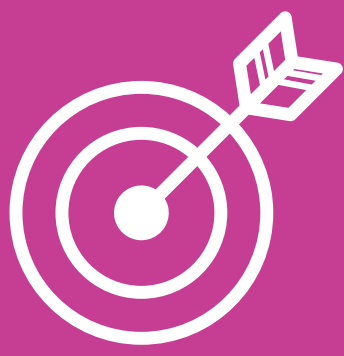
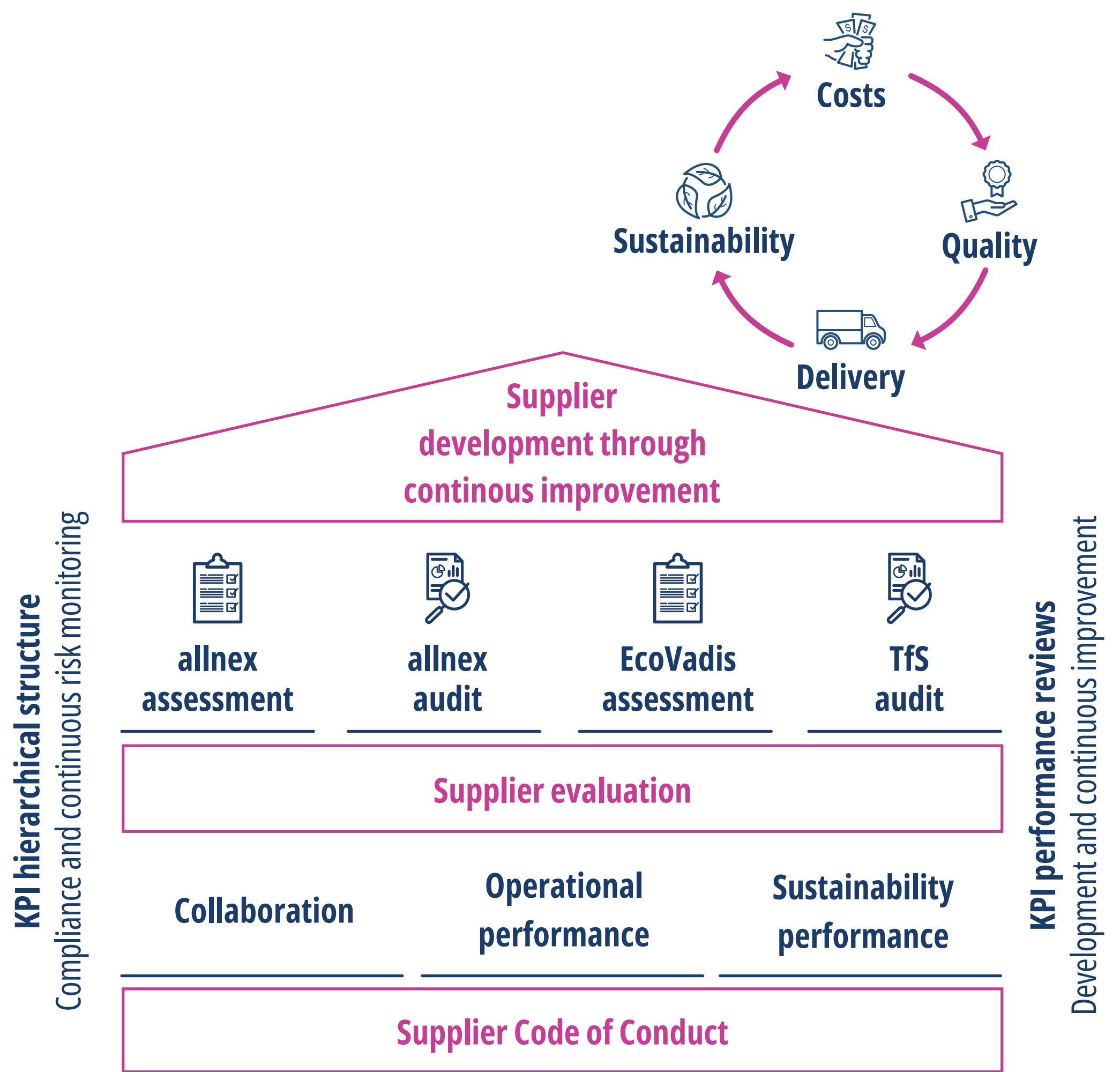
Responsible procurement

At allnex, we embed environmental stewardship, ethical labor practices and respect for human rights into our procurement processes. Aligned with international standards such as the OECD Guidelines, our risk-based due diligence approach includes supplier pre-screening, performance evaluation and enhanced monitoring of high-risk materials. Our Supplier Code of Conduct is mandatory for all new suppliers and sets clear expectations for integrity and responsible business practices.

Supplier due diligence

As expectations for responsible sourcing continue to evolve, we strengthen our processes to identify, assess and manage risks within the supply chain. We use EcoVadis IQ for pre-risk screening, including for modern slavery risks, while EcoVadis assessments and Together for Sustainability (TfS) audits provide a comprehensive view of supplier sustainability performance and compliance with our standards. This risk-based approach enables targeted engagement with suppliers and supports continuous improvement.

SUPPLIER PERFORMANCE EVALUTION FRAMEWORK



OUR 2028 TARGET:

Implement a comprehensive risk assessment and ensure that **80% of targeted suppliers** complete a **CSR on-site audit (TfS)** or **self-assessment (EcoVadis)**.

Evaluating performance

Our Supplier Performance Evaluation Framework provides insights into suppliers' operational performance, collaboration and sustainability, helping us identify areas for improvement. We track progress through key performance indicators (KPIs). In 2025, we assessed 100% of our raw material and packaging suppliers (more than 1,400 in total) using the framework. Of these, 66% had completed a third-party CSR audit or self-assessment.

ECOVADIS PROGRESS AS OF 2025



314
suppliers
assessed



70%
supplier
improvement



Collaborating for carbon transparency

> SHARED PCF DATA ENABLES SUPPLY CHAIN DECARBONIZATION

TfS and PCF exchange

Together for Sustainability (TfS) is a member-led organization committed to improving sustainability across chemical supply chains. allnex has been an active member since 2022 and participates in the TfS Scope 3 GHG emissions program. Through the program's PCF exchange solution, powered by Siemens SiGREEN technology, member companies and suppliers can calculate high-quality product carbon footprints (PCFs) for chemical materials and exchange them through a trusted platform.

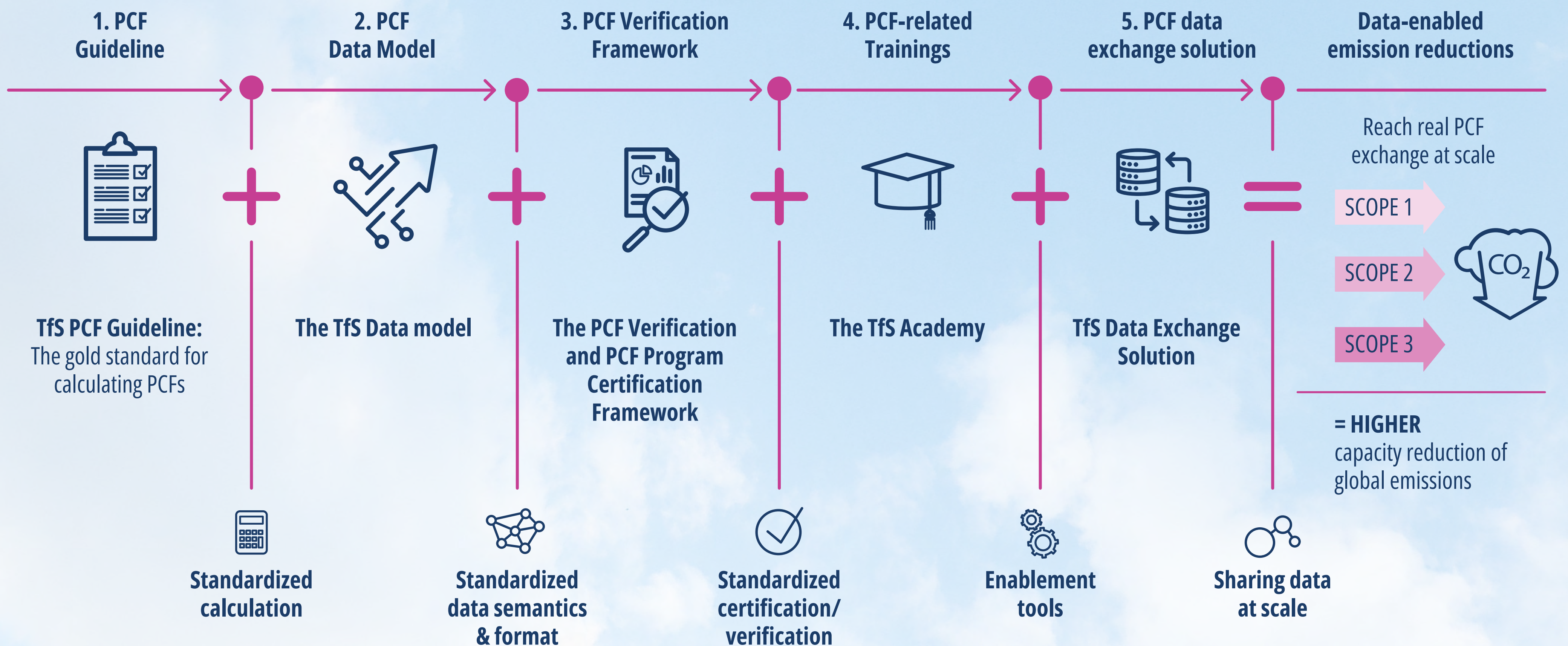


LEARN MORE:
Scope 3 GHG emissions
programme – TfS Initiative

Supporting supplier improvement

Our TfS membership underlines our commitment to a sustainable and fair supply chain. Together with our fellow members, we support suppliers in improving their sustainability practices and ethical standards – from conducting on-site audits to reviewing the quality and robustness of agreed improvement plans. This collaborative approach strengthens transparency, resilience and long-term value across our global supply base.

A TOOLKIT FOSTERING DECARBONIZATION OF SUPPLY CHAINS: TFS SCOPE 3 GHG EMISSIONS PROGRAM





From sourcing to product safety

> DUE DILIGENCE AND SCIENCE-BASED PROCESSES HELP MANAGE KEY RISKS

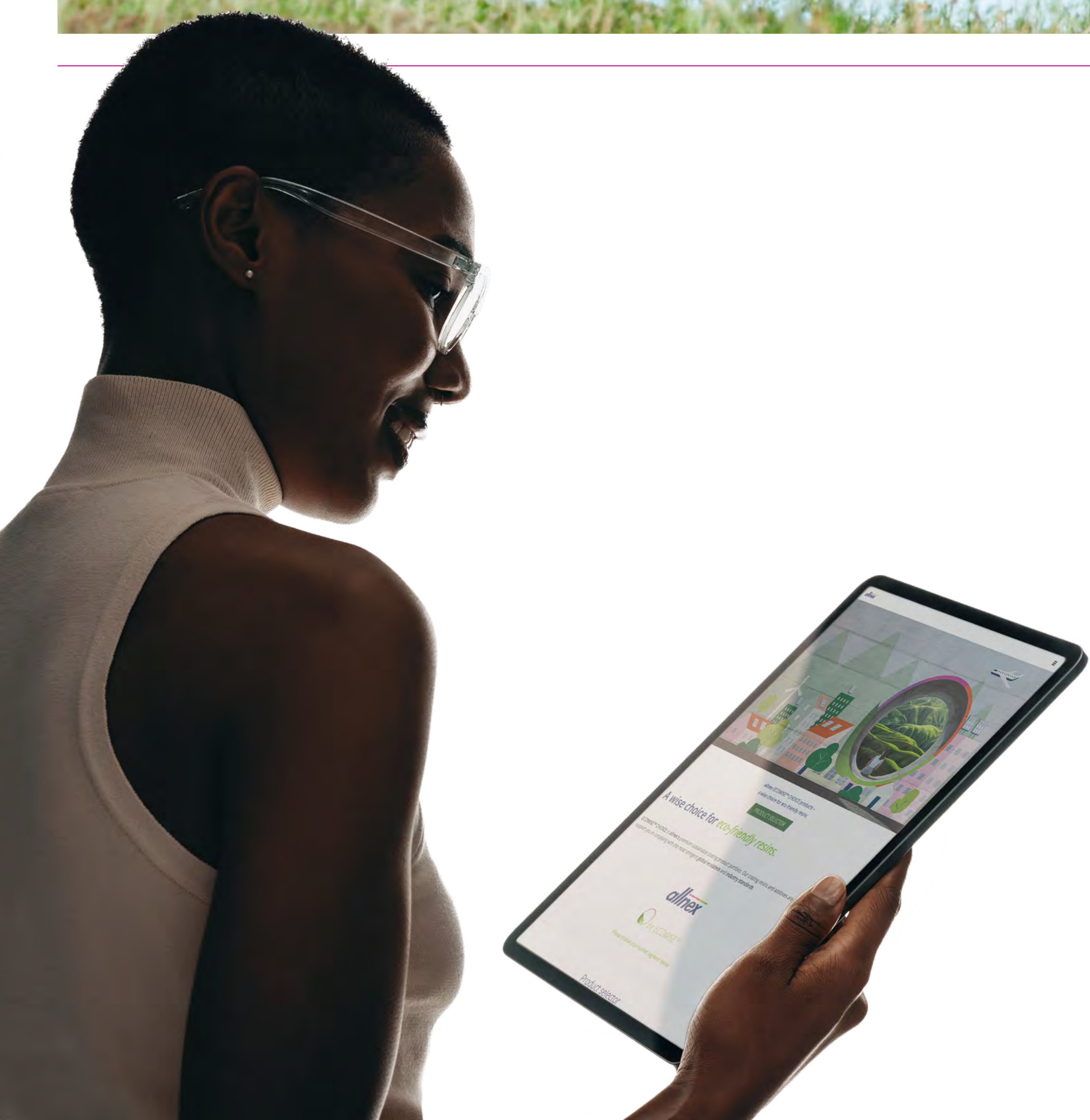
Human rights due diligence

allnex closely monitors human rights developments at national and international levels. Our Modern Slavery Statement and reporting under relevant transparency legislation demonstrate our commitment to conducting due diligence to help prevent modern slavery and child labor.

Responsible minerals sourcing

allnex is committed to sourcing minerals responsibly, as set out in our Conflict Minerals Policy. Conflict minerals include tin, tungsten, tantalum and gold, collectively known as 3TG. We apply strict due diligence to help ensure that minerals used in our products and supply chain are ethically sourced and conflict-free.

Beyond regulated conflict minerals (3TG), allnex also conducts due diligence on chemicals derived from other minerals identified by the Responsible Minerals Initiative (RMI), specifically mica and cobalt. Our reporting aligns with key regulations and industry standards, including the U.S. Dodd-Frank Act and the OECD Due Diligence Guidance. Suppliers are required to regularly provide evidence that sourced materials are conflict-free. In 2025, we achieved a response validation rate of 88%.



Substances of concern

allnex has an integrated global program to proactively identify and manage substances of concern across its product portfolio. It covers both new product development and the ongoing review of existing products, supporting our commitments to product safety, regulatory compliance and sustainability.

The program brings together established Safety, Health and Environment (SHE), Hazard Communication and Product Stewardship processes with the allnex Sustainability Program to ensure a consistent, science-based approach worldwide.



LEARN MORE:
Substances of Concern -
ECOWISE™ CHOICE



External recognition and awards

> HOW OTHERS RATE OUR PROGRESS



AkzoNobel North Asia Sustainability Leader

allnex ranked fifth in AkzoNobel's 2025 Best Supplier Award and was recognized as a Sustainability Leader at its North Asia Supplier Conference in Shanghai.



Two gold awards for sustainable pool coatings

Our Australian team received the Gold Award for Sustainable Product at both the 2025 SPASA Western Australia Awards and the SPASA New South Wales Awards.



EU Product Safety Award for PFAS-free additives

The European Commission presented allnex with the Gold EU Product Safety Award in the large companies category for its PFAS-free additives.



Technology award for sustainable automotive coatings

Our Biomass Balance SCA Series received the 2025 Asia Coatings Industry Cutting-edge Technology Breakthrough Award in Shanghai, recognizing its contribution to lower-impact automotive coatings.

Essenscia Innovation Award nomination

Our Drogenbos R&D center was nominated for the essenscia Innovation Award for a new UV technology developed for safer, more sustainable food-contact coatings.



APPENDIX





LEGAL2025	
Total number and percentage of operations assessed for risks related to corruption	0
Total number of confirmed incidents of corruption	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0
Public legal cases regarding corruption brought against the organization or its employees	0
Number of legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0
Number of confirmed legal actions reported	0
Fines paid due to compliance issues	0
Number of incidents of discrimination at work	0
Number of human rights incidents connected to its own workforce identified in the reporting period	0
Number of complaints filed through channels for people in the undertaking's own workforce to raise concerns	7

PROCUREMENT2025	
Proportion of renewable materials used to produce and package the organization's primary products	4,7%
Proportion on recycled raw materials	0,04
Percentage of targeted suppliers that have gone through a CSR Assessment	66%

GOVERNANCE2025	
GOVERNANCE BODY	
Total number of board members	2
% OF BOARD MEMBERS BY GENDER	
Male	100
Female	0
Non-binary	0
% OF BOARD MEMBERS BY AGE GROUP	
Under 30 years old	0
30-50 years old	0
Above 50 years old	100

SAFETY2025			
WORK-RELATED INJURIES: EMPLOYEES	NUMBER		RATE
Fatalities as a result of work-related injury	0		0,0
High-consequence work-related injuries (excluding fatalities)	2		
Recordable work-related injuries	20		0,50
The number of hours worked	7.924.077		
WORK-RELATED INJURIES: CONTRACTORS			
Fatalities as a result of work-related injury	0		0,0
High-consequence work-related injuries (excluding fatalities)	0		0,0
Recordable work-related injuries	2		0,17
The number of hours worked	2.334.905		
WORK RELATED ILLNESSES: EMPLOYEES AND CONTRACTORS			
The number of fatalities as a result of work-related ill health	0		0
The number of allnex recordable occupational Illness	0		0

SOCIAL2025			
EMPLOYEES	FEMALE		MALE
Band A + B	28,0%		72,0%
under 30	0,0%		0,0%
30–50	40,0%		60,0%
50+	17,0%		83,0%
Band C	47,0%		53,0%
under 30	65,0%		35,0%
30–50	48,0%		52,0%
50+	35,0%		65,0%
Band D	37,0%		63,0%
under 30	35,0%		65,0%
30–50	34,0%		66,0%
50+	41,0%		59,0%
Band E	5,0%		95,0%
under 30	8,0%		92,0%
30–50	4,0%		96,0%
50+	5,0%		95,0%
Grand Total	26,0%		74,0%
under 30	32,0%		68,0%
30–50	28,0%		72,0%
50+	20,0%		80,0%
*Data (Headcount) on year end with age at the end of the year. All Regular employees (Active and also On Leave, same approach as in headcount report). Age bands. Under 30 (less than 30), 30-50 (30 up to 50). 50+ (51 and up)			



SOCIAL					2025
NEW HIRES (INCL. ACQ)	Female (Count)	Male (Count)	Female %	Male %	
By age group	110	229	32%	68%	
under 30	45	74	38%	62%	
30–50	55	128	30%	70%	
50+	10	27	27%	73%	
By region					
Americas	44	86	34%	66%	
Asia Pacific	34	85	29%	71%	
EMEA	32	58	36%	64%	
*Data (Headcount) based on period 01.01.2025-31.12.2025. All Regular, Active employees (same approach as in headcount report).					

TERMINATIONS	Female (Count)	Male (Count)	Female %	Male %	
By age group	141	340	29%	71%	
under 30	48	65	42%	58%	
30–50	74	153	33%	67%	
50+	19	122	13%	87%	
By region					
Americas	46	99	32%	68%	
Asia Pacific	41	107	28%	72%	
EMEA	62	140	31%	69%	
*Data (Headcount) based on period 01.01.2025-31.12.2025. All Regular, Active employees (same approach as in headcount report).					

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW				
Employee Category	% eligible	Female	Male	
Leadership (Band A & B)	100%	28%	72%	
Salaried Professionals (Band C)	100%	47%	53%	
Other white collars (Band D)	79%	37%	63%	
Blue collars (Band E)	60%	5%	95%	
Overall	80%	30%	70%	
*Excluding joint ventures				

ENERGY				
ENERGY CONSUMPTION BY SOURCE		2023	2024	2025
Energy consumption from non-renewable fuel types *	MWh	767.151	780.520	717.903
Energy consumption from renewable fuel types	MWh	0	0	0
Total purchased electricity	MWh	194.162	210.034	204.888
Non-renewable electricity	MWh	124.167	136.127	158.204
Renewable electricity	MWh	69.996	73.906	46.684
Renewable electricity certificates retired during the period	MWh	29.374	47.550	55.693
Purchased cooling	MWh	0	0	0
Purchased heat	MWh	0	297	0
Purchased steam	MWh	195.573	194.712	188.929
Self-generated renewable energy	MWh	1.162	1.809	2.519
TOTAL ENERGY CONSUMPTION				
Total energy*	MWh	1.158.048	1.227.457	1.161.941
Total allnex energy**	MWh	1.114.179	1.187.372	1.114.239
Energy from utilities sold to tenants	MWh	43.869	40.085	47.702
Total renewable energy generated or purchased directly and through RECs	MWh	100.532	123.265	104.896
ENERGY INTENSITY				
allnex energy intensity ratio by production volume	MWh/ton	1,41	1,42	1,37
Percent electricity coming from renewable resources	%	51%	58%	51%
* - includes energy from utilities sold to tenants for 2023, 2024 and 2025 ** - excludes energy from utilities sold to tenants				

WATER				
WATER WITHDRAWAL		2023	2024	2025
Total water withdrawal	m³	22.408.597	22.810.230	23.882.932
Municipal water supplies or other water utilities	m³	3.129.380	2.150.246	1.978.957
Groundwater	m³	1.856.074	1.912.122	1.784.599
Produced water	m³	0	0	0
Rainwater collected directly and stored by the organization	m³	22.415	31.458	25.961
Seawater	m³	0	0	0
Surface water	m³	17.400.728	18.716.404	20.093.415
Total water withdrawal that is freshwater	m³		22.633.441	23.707.464
Total water withdrawal from a water stress area by source	m³	335.120	286.300	273.014
Municipal water supplies or other water utilities from a water stress area	m³	237.343	185.266	145.686
Groundwater from a water stress area	m³	0	0	0
Produced water from a water stress area	m³	0	0	0
Rainwater collected directly and stored by the organization from a water stress area	m³	7.049	12.015	10.558



Seawater from a water stress area	m³	0	0	0
Surface water from a water stress area	m³	90.728	89.019	116.770
WATER DISCHARGE		2023	2024	2025
Total water discharged	m³	22.026.349	22.488.427	23.284.751
Municipal water supplies or other water utilities water total	m³	2.988.991	2.067.872	1.931.502
Groundwater	m³	18.948	8.475	1.767
Seawater	m³	0	0	0
Surface water	m³	19.018.410	20.412.079	21.351.482
Total water discharge that is freshwater	m³		22.218.093	23.159.380
Volume of the municipal water supplies or other water utilities water total sent for use to other organizations	m³	15.080	13.567	11.992
Total water discharge to a water stress area	m³	367.650	418.535	367.650
WATER CONSUMPTION				
Total water consumption	m³	535.342	515.644	738.874
Total water consumption within a water stress area	m³	61.586	29.594	38.799

WASTE				
WASTE GENERATED		2023*	2024*	2025
Total weight of hazardous and non-hazardous waste	metric ton	63.380	70.816	69.627
WASTE DIVERTED FROM DISPOSAL				
Total waste diverted from disposal	metric ton	18.867	23.781	33.391
Hazardous waste diverted from disposal	metric ton	7.943	10.480	14.064
Hazardous waste recycled	metric ton	3.080	4.711	7.711
Hazardous waste reused	metric ton	1.129	1.328	1.060
Hazardous Wastewater Treatment Plant (trucked)	metric ton	1.774	2.684	3.806
Other recovery operations (hazardous)	metric ton	1.959	1.758	1.488
Non-hazardous waste diverted from disposal	metric ton	10.924	13.300	19.327
Non-hazardous waste recycled	metric ton	3.139	3.686	5.185
Non-hazardous waste reused	metric ton	457	644	562
Non-Hazardous Wastewater Treatment Plant (trucked)	metric ton	6.850	8.604	13.227
Other recovery operations (non-hazardous)	metric ton	478	367	353
WASTE DIRECTED TO DISPOSAL				
Total waste directed to disposal	metric ton	44.513	47.035	36.236
Hazardous waste directed to disposal	metric ton	30.531	30.049	25.196
Hazardous waste incinerated (with energy recovery)	metric ton	12.220	11.719	10.037
Hazardous waste incinerated (without energy recovery)	metric ton	10.068	12.571	11.322
Hazardous waste landfilled	metric ton	1.900	1.631	1.437
Hazardous waste on-site storage	metric ton	35	0	0
Other disposal operations (hazardous)	metric ton	6.308	4.128	2.400
Non-hazardous waste directed to disposal	metric ton	13.982	16.986	11.040
Non-hazardous waste incinerated (including energy recovery)	metric ton	3.170	4.721	3.472
Non-hazardous waste incinerated (without energy recovery)	metric ton	208	613	164
Non-hazardous waste landfilled	metric ton	6.454	6.591	6.458
Other disposal operations (non-hazardous)	metric ton	4.151	5.060	946
ONSITE DIVERTED FROM DISPOSAL				
Non-hazardous waste recycled (onsite)	metric ton	0	0	0
Non-hazardous waste reused (onsite)	metric ton	70	0	0
Other non-hazardous waste recovery operations (onsite)	metric ton	0	0	0
Hazardous waste recycled (onsite)	metric ton	0	0	0
Hazardous waste reused (onsite)	metric ton	0	0	0
Other hazardous waste recovery operations (onsite)	metric ton	0	0	0
OFFSITE DIVERTED FROM DISPOSAL				
Non-hazardous waste recycled (offsite)	metric ton	3.139	3.686	5.185
Non-hazardous waste reused (offsite)	metric ton	388	644	562
Non-Hazardous Wastewater Treatment Plant (offsite)	metric ton	6.850	8.604	13.227
Other non-hazardous waste recovery operations (offsite)	metric ton	478	367	353
Hazardous waste recycled (offsite)	metric ton	3.080	4.711	7.711
Hazardous waste reused (offsite)	metric ton	1.129	1.328	1.060
Hazardous Wastewater Treatment Plant (offsite)	metric ton	1.774	2.684	3.806
Other hazardous waste recovery operations (offsite)	metric ton	1.959	1.758	1.488
ONSITE DIRECTED TO DISPOSAL				
Non-hazardous waste landfilled (onsite)	metric ton	2	0	0
Non-hazardous waste incinerated with energy recovery (onsite)	metric ton	0	0	0
Non-hazardous waste incinerated without energy recovery (onsite)	metric ton	0	0	0
Other non-hazardous waste disposal operations (onsite)	metric ton	0	0	0
Hazardous waste landfilled (onsite)	metric ton	0	0	0
Hazardous waste incinerated with energy recovery (onsite)	metric ton	0	0	0
Hazardous waste incinerated without energy recovery (onsite)	metric ton	1.669	1.516	1.496
Hazardous waste on-site storage	metric ton	35	0	0
Other hazardous waste disposal operations (onsite)	metric ton	0	0	0



OFFSITE DIRECTED TO DISPOSAL		2023*	2024*	2025
Non-hazardous waste landfilled (offsite)	metric ton	6.451	6.591	6.458
Non-hazardous waste incinerated with energy recovery (offsite)	metric ton	3.170	4.721	3.472
Non-hazardous waste incinerated without energy recovery (offsite)	metric ton	208	613	164
Other non-hazardous waste disposal operations (offsite)	metric ton	4.151	5.060	946
Hazardous waste landfilled (offsite)	metric ton	1.900	1.631	1.437
Hazardous waste incinerated with energy recovery (offsite)	metric ton	12.220	11.719	10.042
Hazardous waste incinerated without energy recovery (offsite)	metric ton	8.399	11.055	9.825
Other hazardous waste disposal operations (offsite)	metric ton	6.308	4.128	2.400
*A new waste category was created for reporting transparency, during this process 2023–2024 data was reviewed and restated in this new waste category (hazardous and non-hazardous wastewater treatment plant (trucked) previously reported as other disposal operations, the waste totals associated were also restated.				

GHG					
DIRECT (SCOPE 1) GHG EMISSIONS		2018	2023	2024	2025
GRI Scope 1 emissions	tCO ₂ e		157.971	169.482	158.496
allnex Scope 1 emissions (excl. emissions from utilities sold to tenants)	tCO ₂ e	149.981	150.973	163.616	151.516
ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS					
Scope 2 emissions (location-based)	tCO ₂ e		106.206	113.166	108.899
Scope 2 emissions (market-based)	tCO ₂ e	136.757	73.898	64.993	70.195
SCOPE 3 GHG EMISSIONS					
Total Scope 3 emissions		2021		2024	2025
Scope 3 emissions – Upstream	tCO ₂ e	3.315.322		2.760.023	2.598.152
3.1 Purchased Goods and Services	tCO ₂ e	2.872.847		2.457.262	2.404.889
Biogenic uptake	tCO ₂ e	-88.261		-105.055	-88.989
3.2 Capital goods	tCO ₂ e	28.689		28.761	23.321
3.3 Fuel and energy related activities	tCO ₂ e	51.045		51.912	44.047
3.4 Upstream transporation and distribution	tCO ₂ e	328.117		198.107	147.967
3.5 Waste generated in operations	tCO ₂ e	34.624		23.981	66.916
Scope 3 emissions – Downstream	tCO ₂ e	1.780.443		1.567.967	1.427.361
3.9 Downstream transportation and distribution	tCO ₂ e	15.191		15.553	See note*
3.10 Processing of sold products	tCO ₂ e	79.863		73.496	67.336
3.11 Use of sold products	tCO ₂ e	265.160		222.226	204.187
3.12 End-of-Life treatment of sold products	tCO ₂ e	1.417.499		1.254.493	1.153.714
3.15 Investments	tCO ₂ e	2.730		2.198	2.124
GHG EMISSIONS INTENSITY		2021	2023	2024	2025
Scope 1 and 2 (market-based) intensity ratio by production volume	tCO ₂ e/ton		0,28	0,27	0,27
Production volume	metric ton		791.826	837.573	812.890
Scope 3.1 Intensity ratio by purchased volume raw materials	tCO ₂ e/ton	3,07		2,82	2,87
Purchased volume of raw materials	metric ton	907.111		833.456	805.694
NITROGEN OXIDES (NOx), SULFUR OXIDES (SOx), AND OTHER SIGNIFICANT AIR EMISSION					
NOx	kg		187.153	169.062	131.271
SOx	kg		11.558	10.104	9.916
Persistent organic pollutants (POP)	kg		0	0	0
Volatile organic compounds (VOC)	kg		190.888	189.665	158.275
Hazardous air pollutants (HAP)	kg		32.405	42.393	36.175
Particulate matter (PM)	kg		34.735	13.494	13.072
*For 2025 Category 3.9 data is incorporated into Category 3.4 due to updated calculation source.					

GRI/ESRS STANDARD	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2.1	Organizational details	ESG report 2026 (p. 5), allnex at a glance, key company numbers 2025 Legal Name: Allnex Holdings GmbH* Nature of ownership: Corporate ownership (no individual or personal ownership), limited liability ownership * The consolidation scope of allnex Belgium NV and Allnex Holding GmbH does include the same subsidiaries with the except of Allnex Management GmbH, which is the shareholder of Allnex Belgium SA/NV. The impact resulting from this difference in the consolidation scope is considered immaterial for the consolidated reporting. Additional information can be found on allnex website, section “Key Facts about us” and “Location finder”.	
2.2	Entities included in the organization’s sustainability reporting	Additional information can be found on allnex website, section “Key facts about us”	
2.3	Reporting period, frequency and contact point	Calendar year 2025	
2.4	Restatements of information	A new waste category was created for reporting transparency, during this process 2023–2024 data was reviewed and restated in this new waste category (hazardous and non-hazardous wastewater treatment plant (trucked) previously reported as other disposal operations, the waste totals associated were also restated.	
2.5	External assurance	External limited assurance of the several indicators was conducted. Our engagement in this context relates solely to the disclosures denoted with the symbol “v” Where applicable, along with the GRI reference, the ESRS reference has been provided. This is in reference to the quantitative element of the disclosure requirement only at this time. Full assurance statement from the audit of our non-financial data can be found on allnex website (section “Certificates”).	
ACTIVITIES AND WORKERS			
2.6	Activities, value chain and other business relationships	ESG report 2026 (p. 5), llnex at a glance, key company numbers 2025 Additional information can be found on allnex website, section “Key Facts about us” and “Location finder”.	
2.7	Employees	ESG report 2026 (p. 26), Social/Our people ESG report 2026 (p. 27), Social/Making D&I work ESG report 2026 (p. 27), Social/Women in leadership ESG report 2026 (p. 27), Social/Female networks, fair pay ESG report 2026 (p. 39-40), Appendix/Social	



GRI/ESRS STANDARD	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
GOVERNANCE			
2.9	Governance structure and composition	ESG report 2026 (p. 39), Appendix/Governance	
2.12	Role of the highest governance body in overseeing the management of impacts	The allnex corporate governance structure assures that allnex within the meaning of sec. 17 et seq. German Stock Corporation Act (Aktiengesetz) (the “allnex Group”) is managed in the most sustainable way and as such secures the value of the allnex Group in the longer term. The allnex governance model aims to focus on economical, ecological and social benefits of all its stakeholders and society.	
2.13	Delegation of responsibility for managing impacts		
2.14	Role of the highest governance body in sustainability reporting		
		allnex governance structure: The Boards of Directors – the highest management bodies of the allnex Group are the Boards of Directors of the allnex group holding company (Allnex Holding GmbH) and of the allnex group management company (Allnex Management GmbH). The Boards of Directors have 4 regular meetings per year, having agenda of the general business and financial update, including an update on allnex's sustainability agenda and strategy. The Advisory Committee – has an advisory function. The Management Team – appointed by the CEO and is regularly reviewing the performance of the allnex Group based on defined KPI's. The Talent and Remuneration Committee – is assisting the Board of Directors at the level of PTTGC International in evaluating the compensation plans, overseeing the allnex Group's nomination process, reviewing the performance of the management and key employees and recommending relating to the remuneration. The Audit Committee – reviews audit and financial matters and related topics. The Compliance and Ethics Committee – meets on a quarterly basis according to a fixed agenda to review standard compliance and ethics related topics. Is chaired by the CFO. The D&I Committee – reflects on D&I initiatives and targets, and supports the organization with the successful implementation. It is chaired by the Senior VP HR, who is a member of the Management Team. The D&I Committee meets at minimum on a bi-annual base according a fixed agenda. The Compensation & Benefits Committee – assists the Talent and Remuneration Committee and to decide on broad-based remuneration/benefit topics. The Sustainability Department – advices the Board of Directors of the Company on the Sustainability Strategy. It is headed by the Sustainability Director	
2.21	Annual total compensation ratio	Not currently reported.	
STRATEGY, POLICIES AND PRACTICES			
2.22	Statement on sustainable development strategy	ESG report 2026 (p. 3), Intro/Vision from allnex ESG report 2026 (p. 6), allnex at a glance/Company strategy ESG report 2026 (p. 13), Environment/Navigating our shared journey	
2.23	Policy commitments	ESG report 2026 (p. 33), Governance/Clear rules, responsible action ESG report 2026 (p 34), Governance/Sustainable sourcing ESG report 2026 (p. 36), Governance/From sourcing to product safety	
2.24	Embedding policy commitments	ESG report 2026 (p. 33), Governance/Clear rules, responsible action ESG report 2026 (p. 36), Governance/From sourcing to product safety	
2.26	Mechanisms for seeking advice and raising concerns	allnex provides 2 channels for employees to report concerns, complaints or non-compliance: – Going directly to your supervisor or any other person of trust within allnex (HR, Finance, Compliance, etc.) – allnex hotline available 24 hours a day 365 days a year in multiple languages. The hotline also offers the possibility to report via their website (www.lighthouse-services.com/allnex) or e-mail (reports@lighthouse-services.com). The mechanisms for seeking advice or raising concerns can be found in multiple locations in our communication tools (internal and external).	
2.27	Compliance with laws and regulations	ESG report 2026 (p. 37), Appendix/Legal	
2.28	Membership associations	At the end of 2022, allnex proudly joined the chemical industry's collaborative movement Together for Sustainability (TfS). This member-driven initiative is a collective force shaping the future of sustainable practices in our industry. A key focus of TfS is to develop and implement a global supplier engagement process that helps assess and improve sustainability practices within the supply chains of chemical companies. Through the TfS Academy, we provide training to our suppliers on sustainability topics. ESG report 2026 (p 35), Governance/Collaborating for carbon transparency	
STAKEHOLDER ENGAGEMENT			
2.29	Approach to stakeholder engagement	ESG report 2026 (p. 28), Social/Connections that count ESG report 2026 (p. 31), Social/Sustainability through local action On top of that, internal and external stakeholder: – are consulted in our double materiality analysis. – have access to the ESG report via our website.	
2.30	Collective bargaining agreements	Rate of employees covered by CLA/CBA/Sector Agreements – 69%	
MATERIAL TOPICS			
3.1	Process to determine material topics	ESG report 2026 (p. 15), Environment/Double materiality in action The entire conducted analysis was performed involving a broad selection of internal stakeholders via an online survey, external stakeholders via workshop sessions (direct raw material suppliers, indirect suppliers (energy, packaging), customers, university, people representing society, industry representatives) and the allnex Management Team to select the material topics for the company based on the material threshold.	
3.2	List of material topics	ESG report 2026 (p. 15), Environment/Double materiality in action	
3.3	Management of material topics	ESG report 2026 (p. 15), Environment/Double materiality in action ESG report 2026 (p. 14), Environment/Our Sustainability Program	
GRI 201: ECONOMIC PERFORMANCE			
201 - 2	Financial implications and other risks and opportunities due to climate change	Risks and opportunities due to climate change allnex faces: – Not meeting legal requirements resulting in important fines and reputational damage – Not meeting customer requirements and putting important CM at stake and such destroying the value of our company – Failure to meet our Public Commitments Not to let it happen: – Scope 1: transition plan to step away from fossil resources (consumption reduction and reorientation towards renewables) – Scope 2: green electricity sourcing strategy in place – Scope 3: company baseline established and a public reduction target communicated – Scope 3: detailed cradle to gate product carbon footprint calculations for every finished product and production site combination using an automated tool (starting in 2023 and fully implemented by end 2025) – Scope 3: identified specific levers to drive scope 3 reduction with already some targeted initiatives – Driving focus on CSRD/GRI compliant reporting.	
GRI 205: ANTI-CORRUPTION			
205 - 1	Operations assessed for risks related to corruption	ESG report 2026 (p. 37), Appendix/Legal	
205 - 2	Communication and training about anti-corruption policies and procedures	In 2025, trainings were conducted both online and some in-person for targeted groups. Code of Conduct training is required as a part of onboarding new employees. Trainings that were provided to targeted groups for the following topics and countries: general compliance & ethics in China, anti-trust law in USA and data protection in Germany.	
205 - 3	Confirmed incidents of corruption and actions taken	ESG report 2026 (p. 37), Appendix/Legal	



GRI/ESRS STANDARD	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
206 - 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly	ESG report 2026 (p. 37), Appendix/Legal	
GRI 301: MATERIALS			
301 - 1	Materials used by weight or volume	ESG report 2026 (p. 37), Appendix/Procurement	
301 - 2	Recycled input materials used	ESG report 2026 (p. 8), Innovation/Moving ahead sustainably Today, the recycled input for ‘direct’ raw materials is limited, however, allnex is actively scoping the market for options and has some great examples launched recently and multiple under development. This is perfectly in line with our strategy and material topics.	
GRI 302: ENERGY			
302 - 1	Energy consumption within the organization	ESG report 2026 (p. 40), Appendix/Energy Energy is calculated using the gross calorific value. <i>In addition to the total energy reported, allnex also prepares a secondary total energy ‘Total allnex energy’ that excludes the energy used and sold to onsite tenants at several facilities. The amount of steam sold is tracked and then subtracted from the total energy.</i>	V
302 - 3	Energy intensity	ESG report 2026 (p. 40), Appendix/Energy	
302 - 4 ESRS E1 - 5	Reduction of energy consumption	ESG report 2026 (p. 16), Environment/Progress on reducing emissions ESG report 2026 (p. 18), Environment/Strengthening energy management Base year – 2018. All energy types are included. <i>Limited assurance applies to the following: Percentage of electricity coming from renewable sources.</i>	V
GRI 303: WATER & EFFLUENTS			
303-3 ESRS E3 - 4	Water withdrawal	ESG report 2026 (p. 40-41), Appendix/Water ESG report 2026 (p. 24), Environment/managing waste and water Total water withdrawal that is considered fresh water has been provided.	V
303-4 ESRS E3 - 4	Water discharge	ESG report 2026 (p. 41), Appendix/Water Total water discharge that is considered fresh water has been provided.	V
303-5 ESRS E3 - 4	Water consumption	ESG report 2026 (p. 41), Appendix/Water The amount of water considered fresh water has not been determined at this time.	V
GRI 305: EMISSIONS			
305 - 1	Direct (Scope 1) GHG emissions	ESG report 2026 (p. 42), Appendix/GHG All GHG emissions have been calculated in accordance with GHG Protocol. <i>In addition to the GRI Scope 1 Emissions reported, allnex also prepares a secondary total emissions ‘allnex scope 1 emissions’ that excludes the scope 1 emissions associated with the energy used and sold to onsite tenants at several facilities. The amount of emissions associated with steam sold is tracked and then subtracted from the GRI Scope 1 emissions.</i>	V
305 - 2	Energy indirect (Scope 2) GHG emissions	ESG report 2026 (p. 42), Appendix/GHG All GHG emissions have been calculated in accordance with GHG Protocol.	V
305 - 4	GHG emissions intensity	ESG report 2026 (p. 42), Appendix/GHG ESG report 2026 (p. 18), Environment/Strengthening energy management All GHG emissions have been calculated in accordance with GHG Protocol.	
305 - 5	Reduction of GHG emissions	ESG report 2026 (p. 16), Environment/Progress on reducing emissions ESG report 2026 (p. 17), Environment/Advancing green electricity ESG report 2026 (p. 21), Environment/three paths to circularity All GHG emissions have been calculated in accordance with GHG Protocol. Base year – 2018. All energy types are included, calculation includes Scope 1 and Scope 2. <i>The allnex target reduction for Scope 1 and 2 emissions is based on the ‘allnex scope 1 emissions’ which excludes emissions from utilities provided to tenants.</i>	
305 - 6	Emissions of ozone-depleting substances (ODS)	allnex does not produce or export ODS, they only use them in refrigeration systems. Based on the current list of ODS that we are using, only one has an ODP value in the Montreal Protocol, R22. Emission factors are sourced from the Montreal Protocol. ODS amounts are reported annually, by ODS type based on the amount recharged into a system during maintenance. These numbers are then used in the ODP calculator provided by the UN environment program. OPD total for 2025 = 3 kg	
305 - 7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emission	ESG report 2026 (p. 42), Appendix/GHG	
GRI 306: WASTE			
306 - 1	Waste generation and significant waste-related impacts	allnex generates a variety of wastes including non-hazardous, industrial and hazardous waste. These wastes are generated through a variety of activities including, but not limited to, normal production, turn-around and production cleaning, off-spec batch, expired raw materials, quality testing and R&D activities. Waste that is included refers only to waste generated in the organization's own activities.	
306 - 2	Management of significant waste-related impacts	ESG report 2026 (p. 41-42), Appendix/Waste ESG report 2026 (p. 24), Environment/managing waste and water Waste disposal is carried out in accordance with country-specific requirements. Determination of waste disposal method is based primarily on information provided by disposal service providers.	
306 - 3 ESRS E5 - 5	Waste generated	ESG report 2026 (p. 41-42), Appendix/Waste	V
306 - 4 ESRS E5 - 5	Waste diverted from disposal	ESG report 2026 (p. 41-42), Appendix/Waste	V
306 - 5 ESRS E5 - 5	Waste directed to disposal	ESG report 2026 (p. 41-42), Appendix/Waste	V
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT			
308 - 1	New suppliers that were screened using environmental criteria	ESG report 2026 (p. 34), Governance/Sustainable Sourcing ESG report 2026 (p. 36), Governance/From sourcing to product safety As part of allnex's ‘New Supplier Creation Process’, suppliers are screened against various criteria before becoming an approved source. One criterion is the requirements defined by allnex in the Supplier Code of Conduct (SCoC), which forms the basis of our collaboration regarding compliance and sustainability, including environmental aspects. allnex is using a 3rd party CSR risk platform to assess the sustainability performance of our suppliers, which includes environmental criteria.	
308 - 2	Negative environmental impacts in the supply chain and actions taken	ESG report 2026 (p. 34), Governance/Sustainable Sourcing As of 31 December 2025, we had 303 valid supplier assessments in our EcoVadis pool, which include evaluation of environmental impacts. Through the EcoVadis Third Party assessments, we have identified 2 suppliers with negative environmental impacts. When a negative environmental impact is identified, we discuss corrective actions with suppliers through the vendor performance evaluation process.	
GRI 401: EMPLOYMENT			
401 - 1	New employee hires and employee turnover	ESG report 2026 (p. 40), Appendix/New hires	



GRI/ESRS STANDARD	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
GRI 403: OCCUPATIONAL HEALTH & SAFETY			
403 - 1	Occupational health and safety management system	allnex is ISO 45001 certified, currently 94% of the allnex sites are covered by the current certification, the only sites excluded are a manufacturing site in Mahad, India, and a new office location in Guadalajara, Mexico. Both will be incorporated in 2027. For the certified sites all employees and third parties are covered under this management system. A copy of the current ISO 45001 certificate can be found on allnex website (section "Certificates").	
403 - 2	Hazard identification, risk assessment, and incident investigation	allnex is ISO 45001 certified, hazard identification, risk assessment and incident management are all part of the management system. A copy of the current ISO 45001 certificate can be found on allnex website (section "Certificates").	
403 - 3	Occupational health services	ESG report 2026 (p. 26), Social/Putting safety and people first The SHE Management System includes a range of SHE standards at a global level. The use of these standards prevents negative health and safety impacts by implementing, auditing and continuously improving those standards. The standards are global based and then implemented at a local level as well.	
403 - 4	Worker participation, consultation, and communication on occupational health	Worker participation is integrated into the SHE Management System. Each site appoints one or more SHE MS coordinators with responsibility for SHE MS oversight at that site and clear roles and responsibilities in the system. Cross-Functional Teams ("CFT") or equivalent, are utilized to review site-specific aspects and the site SHE MS requirements. The SHE Standards include a general requirement for regular Safety, Health and Environmental meetings. Sites implement this requirement differently to meet the local requirements. For example, the Drogenbos, Belgium, site holds monthly SHE meetings that include all personnel as required by the European Council. Meeting minutes of these meetings are documented.	
403 - 5	Worker training on occupational health and safety	As a part of the SHE Management System, allnex provides global guidance for safety, occupational health and environmental training. During the year, there was focus around improved housekeeping, sampling valves risk assessments and improved chemical contact prevention measures. Training was an element for each of these items, providing guidance to workers along with implementation of these programs.	
403 - 6	Promotion of worker health	In the area of Well-Being/Health: – Since 2020, we are offering our Employee Assistance Program (EAP) to all our employees (and their families) globally, which offers support during the various challenges life brings. – We offer medical check-ups to employees in the majority of our sites (depending on the type of role every 1 to 3 years). – We monitor occupational health and exposure risks per SHE Standard 500 or local regulations. – Local initiatives in many countries are taken on top in the area of well-being and health. – The medical department is working on campaigns like stop smoking.	
403 - 7	Prevention and mitigation of occupational health and safety impacts directly	The SHE Management System includes a range of SHE standards at a global level. The use of these standards prevents negative health and safety impacts by implementing, auditing and continuously improving those standards. The standards are global based and then implemented at a local level as well.	
403 - 8	Workers covered by an occupational health and safety management system	allnex is ISO 45001 certified, currently 94% of the allnex sites are covered by the current certification, the only sites excluded are a manufacturing site in Mahad, India, and a new office location in Guadalajara, Mexico. Both will be incorporated in 2027. For the certified sites all employees and third parties are covered under this management system. A copy of the current ISO 45001 certificate can be found on allnex website (section "Certificates").	
403 - 9	Work-related injuries	ESG report 2026 (p. 39), Appendix/Safety The main type of work related injuries for 2025 for both employees and contractors includes Chemical Exposure, Musculoskeletal (Acute sprain/strain/hernia) and superficial injuries. All rates were calculated using 200,000. Limited assurance applies to the following recordable rates: employee, contractor, employee + contractor.	V
403 - 10	Work-related ill health	ESG report 2026 (p. 39), Appendix/Safety The main type of work related illnesses for 2025 for both employees and contractors includes musculoskeletal and occupational dermatitis conditions.	
GRI 404: TRAINING & EDUCATION			
404 - 1	Average hours of training per year per employee	ESG report 2026 (p. 29), Social/Learning & development	
404 - 2	Programs for upgrading employee skills and transition assistance programs	ESG report 2026 (p. 29), Social/Learning & development	
404 - 3	Percentage of employees receiving regular performance and career development	ESG report 2026 (p. 40), Appendix/Social Overall approx. 80% of our regular employees are eligible for Performance Management. The intent of our integrated Performance Management (PMGM) system is: – alignment of employee commitments to strategic company commitments – strengthening performance against position requirements – to focus on the strengths of our people and to continuously develop our employees around needed competencies (including leadership behaviors) – encourage demonstration of our values – rewarding employees fairly All performance eligible regular employees need to align their individual goals to the strategic goals of the company. During the year, 2-way informal conversations take place to coach and steer performance. At year-end, final assessment process is followed with our SF system containing individual conversations around development, improvement areas, strengthening of competencies and performance.	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
405 - 1 ESRS S1 - 6 ESRS S1 - 9	Diversity of governance bodies and employees	ESG report 2026 (p. 27), Social/Making D&I work ESG report 2026 (p. 27), Social/Making D&I work ESG report 2026 (p. 39-40), Appendix/Social ESG report 2026 (p. 39), Appendix/Governance <i>Limited assurance applies to the following: Percent total global headcount female and male, percentage of women in executive positions (bands A + B).</i>	V
405 - 2	Ratio of basic salary and remuneration of women to men	All of our reward programs are gender neutral. The wage gap at allnex is less than 5%.	
GRI 406: NON-DISCRIMINATION			
406 - 1 ESRS S1 - 17	Incidents of discrimination and corrective actions taken	ESG report 2026 (p. 39), Appendix/Legal	V
GRI 408: CHILD LABOR			
408 - 1	Operations and suppliers at significant risk for incidents of child labor	To our knowledge, within allnex operations there is no risk of child labor. Prevention measures in place are: adhering to the local policy regarding child labor and fair labor rights, auditing of internal controls to prevent child labor/forced labor (ISO 45001), global implemented tool to monitor minimum age, awareness training for all employees on the Code of Conduct .	
GRI 410: SECURITY PRACTICES			
410 - 1	Security personnel trained in human rights policies or procedures	100% of the security personnel received formal training, as all allnex employees are obliged to follow both the SHE and Code of Conduct training.	



GRI/ESRS STANDARD	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
GRI 413: LOCAL COMMUNITIES			
413 - 1	Operations with local community engagement, impact assessments, and development	ESG report 2026 (p. 31), Social/Sustainability through local action	
GRI 414: SUPPLIER SOCIAL ASSESSMENT			
414 - 1	New suppliers that were screened using social criteria	ESG report 2026 (p. 34), Governance/Sustainable Sourcing. As part of allnex's 'New Supplier Creation Process', suppliers are screened against various criteria before becoming an approved source. One criterion are the requirements defined by allnex in the Supplier Code of Conduct (SCoC), which forms the basis of our collaboration regarding compliance and sustainability, including social aspects. allnex is using a 3rd party CSR risk platform to assess the sustainability performance of our suppliers, which includes social criteria.	
414 - 2	Negative social impacts in the supply chain and actions taken	ESG report 2025 (p. 34), Governance/Sustainable Sourcing. As of 31 December 2025, we had 303 valid supplier assessments in our EcoVadis pool, which include evaluation of social impacts. Through the EcoVadis Third Party assessments, we have identified 2 suppliers with negative social impacts. When a negative social impact is identified, we discuss corrective actions with suppliers through the vendor performance evaluation process.	
GRI 416: CUSTOMER HEALTH AND SAFETY			
416 - 1	Assessment of the health and safety impacts of product and service categories	ESG report 2026 (p. 8), Innovation/Moving ahead sustainably ESG report 2026 (p. 19), Environment/Acting ECOWISE Health & Safety are part of allnex's ECOWISE approach where products are valued for their Sustainability benefits. ECOWISE evaluation is performed for over 90% of allnex contribution margin. 40,2% of our contribution margin was identified as ECOWISE. Starting from there, allnex will grow the portion of products that are categorized as ECOWISE to 50% by 2030. Therefore, we have an ECOWISE target embedded into the bonus plan (variable pay) of every employee.	
GRI 418: CUSTOMER PRIVACY			
418 - 1	Substantiated complaints concerning breaches of customer privacy and losses	The organization has not identified any substantiated complaints concerning breaches of customer privacy.	
OTHER REPORTING CRITERIA AND ADDITIONAL INFORMATION			
	Targeted suppliers	ESG report 2026 (p. 39), Appendix/procurement Targeted suppliers include 100% of global Tier 1 Raw Material and Packaging providers.	V
ESRS S1 - 17	Complaints and incidents of discrimination and human rights	ESG report 2026 (p. 39), Appendix/Legal Limited assurance applies to the following indicators: Number of incidents of discrimination at work, number of human rights incidents connected to its own workforce identified in the reporting period, number of complaints filed through channels for people in the undertaking's own workforce to raise concerns.	V
GHG Protocol	Scope 3 emissions	Scope 3 emissions are calculated according to GHG Protocol. Scope 3 emissions are calculated using a mixture of both average-data and spend-data. Emission factors sources include ecoinvent v3.8 and v3.12, USEPA supply chain greenhouse gas emission factors v1.3 NAICS-6, USD 2022, IPCC AR6 GWP, DESNZ 2024 v1.4, GLEC v3, IEA 2025 v1.1, US EPA eGRID 2023 v1.1 converted to AR6. Category 3.9 Downstream Transportation: Data is incorporated into 3.4 Upstream Transportation due to updated calculation source. Categories 3.6 Business Travel and 3.7 Employee Commuting are excluded based on the level of effort and contribution to the total.	V

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